



Workforce Report 2014

Wyoming State Government

- **Executive Branch**
- **Legislative Service Office**
- **Judicial Branch**
- **University of Wyoming**

Prepared by:
Department of Administration & Information
Human Resources Division



STATE OF WYOMING

DEPARTMENT OF ADMINISTRATION AND INFORMATION Human Resources Division

Matthew H. Mead
Governor

Dean Fausset
Director

David Urquidez
Administrator

Dear Reader:

This is the 34th edition of the annual Workforce Report. Our goal is to provide information about the State of Wyoming employee population to use in your workforce analysis and decision making.

Readers may notice that the impact of the current economy can be seen in our State of Wyoming workforce metrics.

This report, and previous years versions of the report, are available on our website at:

http://www.wyoming.gov/loc/06012011_1/employees/Pages/Publications.aspx

Please contact us for enhancements you would like to see in the future. You may also contact the A&I Human Resources Division if you would like customized analysis of human resources data.

Thank you for your interest in our State of Wyoming employees.

A handwritten signature in cursive script that reads "Dean Fausset".

Dean Fausset, Director, Department of Administration & Information

*Department of Administration & Information,
Human Resources Division Mission:*

*To partner with our customers by providing guidance,
resources and leadership which will assist in
meeting objectives.*



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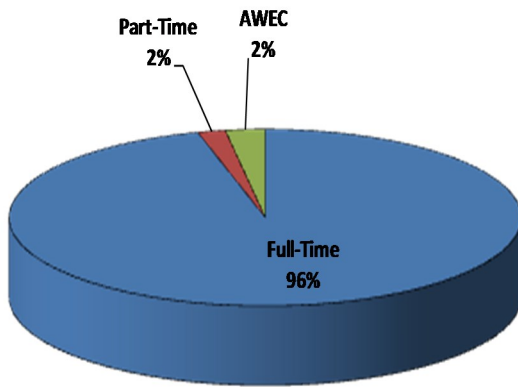
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Executive Summary

- The total number of filled positions (Full-Time, Part-Time and AWEC) decreased for the fourth year in a row, from 8,766 to 8,626 (-1.6 %). The average vacancy rate (not including AWEC's) for 2014 was 7.8%. This increased from 2013 by 1.4%. Authorized positions include those in the 2014/2015 standard budget, as well as those authorized through budget exception requests.
- The average annual base salary increased from 2013 by 2.5%. This is primarily due to the enterprise-wide pay increases on July 1, 2014.
- Statewide total turnover increased to 16.7%. This is a 1.7% increase from 2013. This includes transfers within the Executive, Judicial or Legislative branches. This is the third full year transfer data has been available and included in this report (the 2011 Workforce Report only included transfer data for the second half of the year).
- Total Compensation increased to \$79,892 in 2014. This is a 6.0% increase from 2013. Benefits as a percent of the average base salary increased to 52.0% in 2014. This is a 5.1% increase from 2013.
- The Wyoming Comprehensive Annual Financial Report (CAFR) published by the Wyoming State Auditor's Office differs from the 2014 Workforce Report for several key reasons: the CAFR is based upon employment data as of 06/30/2014, rather than 12/31/2014; the CAFR uses actual data figures, rather than averages, and; the CAFR includes all positions in their active employee count, including board members, commissioners, and AWEC employees within the Executive branch, as well as employees from the Judicial and Legislative branches. The Workforce Report separates each branch of government into their own report.

Composition of State Government Workforce



On December 31, 2014,
8,626 employees worked for the Executive Branch
of the State of Wyoming. This does not include
the University of Wyoming, or
the Wyoming Community Colleges.

This included:
8,277 full-time
135 part-time
214 At-Will Employee Contracts (AVEC)

**96% of the workforce worked on a
full-time basis. This report explores data about
the State's full-time workforce.**

The numbers above do not include the
following:

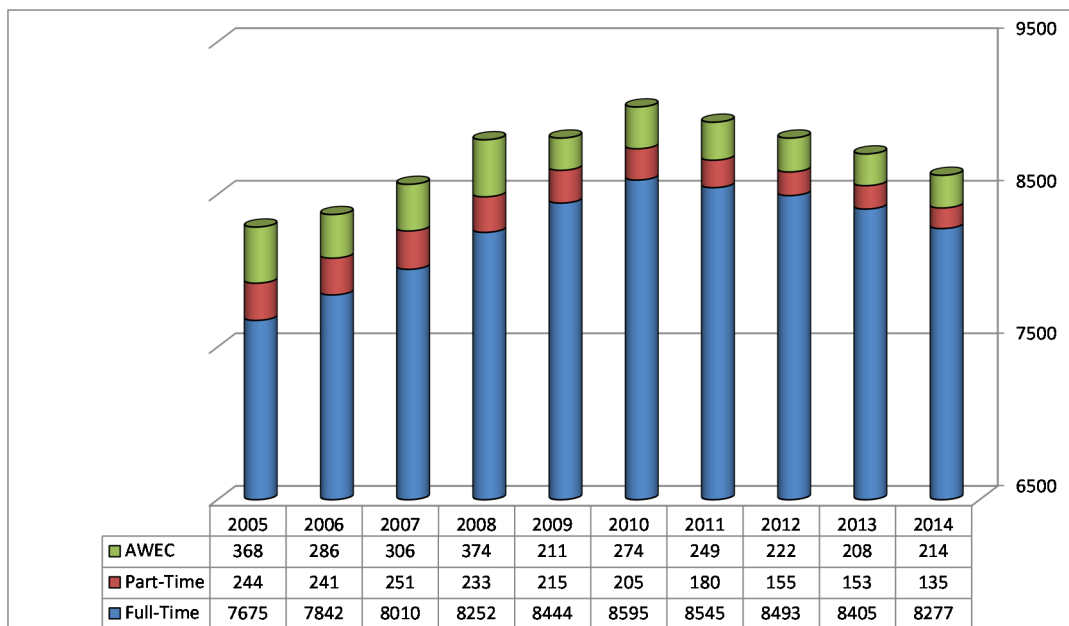
- 780 Vacant positions
- 7 Elected Officials
- 213 Board Members/Commissioners
- 118 Temporary (Seasonal) Employees
- 31 Wyoming Travel & Tourism Employees
- 47 Wyoming Business Council Employees

There are:

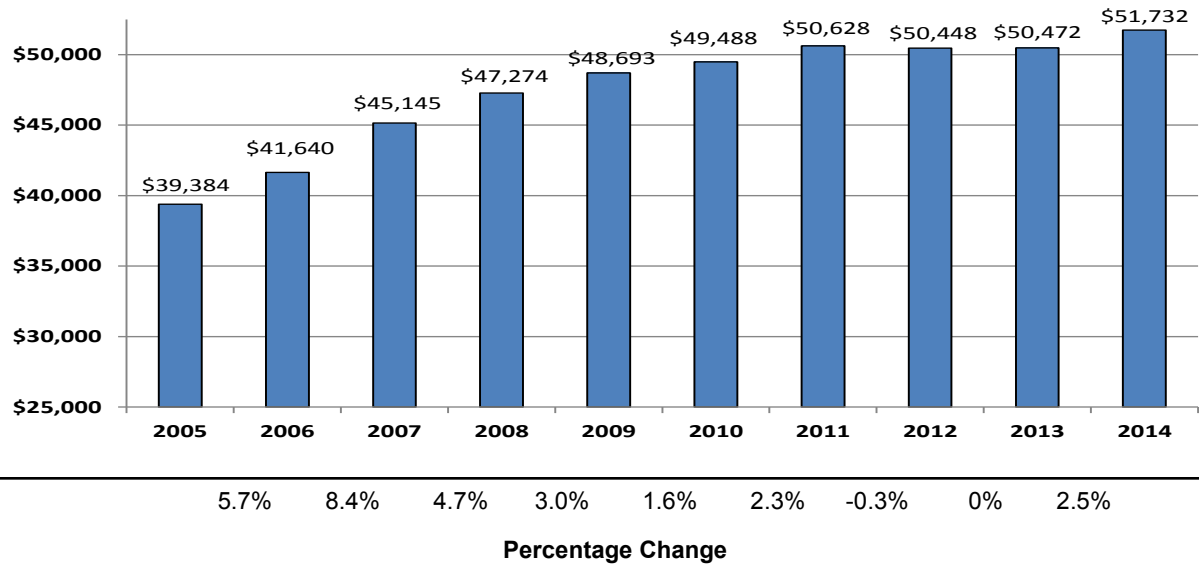
324 At-Will Employees (not Attorneys)
134 At-Will Attorneys

These are included in the full-time and part-time
figures above.

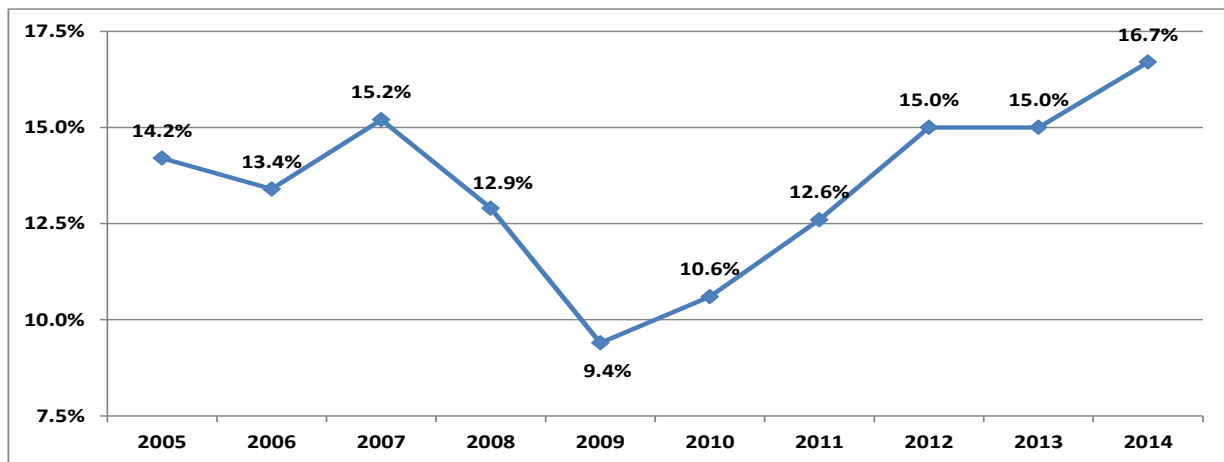
Employee Count 10 Year History



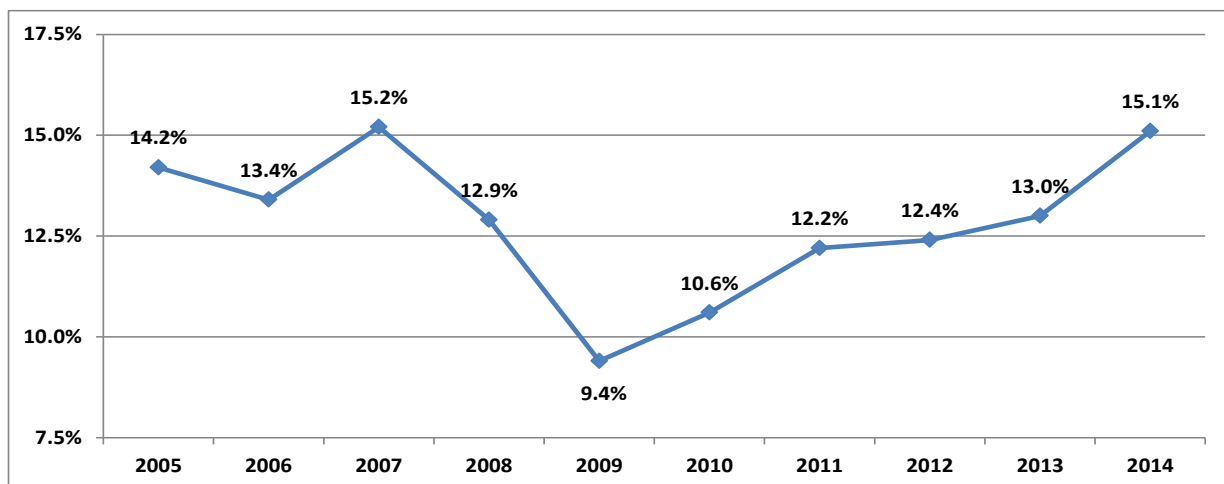
Average Annual Base Salary 10 Year History



Turnover Rate Including Transfers - 10 Year History



Turnover Rate Not Including Transfers - 10 Year History



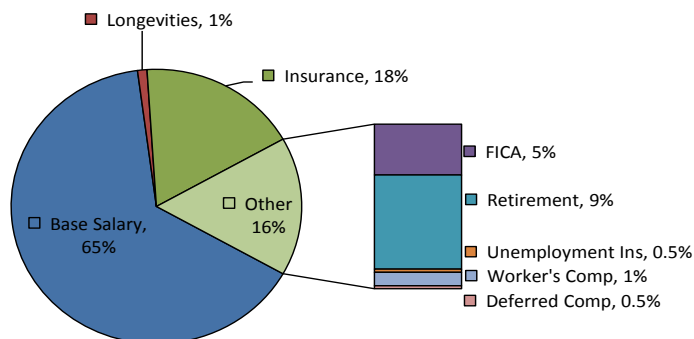
Total Compensation Analysis

Total Compensation is the average of all contributions as a percentage of the average base salary and average longevity for 2014.

Executive Branch*	Annually
Average Base Salary for 2013	\$51,732
Average Longevities (1.76 longevities @ \$40.00)	\$838
Subtotal	\$52,570
Employer Paid Benefits	
FICA @ 7.65%	\$4,022
Retirement @ 14.19%	\$7,460
Insurance**	\$14,280
Unemployment Insurance @ 0.5%	\$263
Workers' Compensation @ 2.07%	\$1,057
Deferred Compensation***	\$240
Subtotal	\$27,322
Total Compensation (Salary + Benefits)	\$79,892
Benefits as a Percent of Salary	52.0%

- * Executive Branch does not include the University of Wyoming or Wyoming Community College employees.
 ** This rate is the average State contribution for all participants.
 *** The Deferred Compensation match is a voluntary benefit received by putting at least \$20/month into the Deferred Compensation Plan. Participation is not at 100%.

Total Compensation



Employee Counts

Salaries

Diversity

EEO-4 Data

- The statewide count of full-time employees has decreased for the fourth year in a row.
- The number of employees earning \$99K per year or less decreased by 2.1% from 2013, while the number of employees earning \$100K+ per year increased 31.4% from 2013.
- Female salaries as a percent of Male salaries continue to increase over the last five years from 87.1% in 2010 to 89.5% in 2014. The average female salary equals or exceeds the average male salary per month in three counties (Goshen, Niobrara, and Carbon). This is primarily due to the fact that the Department of Corrections is the largest state employer in three of these counties, operating correctional institutions in Torrington (83% of all state employees in Goshen County), Lusk (86% of all state employees in Niobrara County), and Rawlins (71% of all state employees in Carbon County). Male and female correctional officers at these institutions are typically hired at the same rate of pay.

Employee Count by Agency

Agency	Employee Count				% Change 13 - '14
	Dec '14	Dec '13	Dec '12	Dec '11	
Administration & Information	214	219	227	344	-2.3%
Administrative Hearings	12	12	12	10	0.0%
Agriculture	82	81	83	82	1.2%
Attorney General	237	235	237	242	0.9%
Audit Department	104	104	102	113	0.0%
Board of Equalization	6	6	5	7	0.0%
Board of Geologists	1	1	1	1	0.0%
C.P.A. Board	2	2	2	2	0.0%
Community College Comm.	15	15	16	16	0.0%
Corrections	1101	1138	1142	1195	-3.3%
Cosmetology Board	3	3	3	3	0.0%
Department of Education	96	103	108	114	-6.8%
District Attorney - Casper	20	20	20	21	0.0%
District Attorney - Cheyenne	20	22	21	21	-9.1%
Enterprise Technology Services	247	260	204	0	-5.0%
Environmental Quality	241	245	252	256	-1.6%
Environmental Quality Council	2	3	2	3	-33.3%
Family Services	672	675	694	732	-0.4%
Fire Prevention	32	34	34	36	-5.9%
Game & Fish	368	373	402	405	-1.3%
Geological Survey	22	22	22	23	0.0%
Governor's Office	45	46	46	45	-2.2%
Governor's Residence	3	3	3	3	0.0%
Health	1176	1213	1242	1264	-3.1%
Insurance Department	25	26	23	23	-3.8%
Livestock Board	19	19	19	20	0.0%
Medical Licensing Board	4	4	4	4	0.0%
Nursing Board	10	10	8	9	0.0%
Oil & Gas Commission	37	37	38	41	0.0%
Outfitters Board	3	3	3	4	0.0%
Pari-Mutuel Board	3	1	1	1	200.0%
Parks & Cultural Resources	161	162	161	167	-0.6%
Parole Board	6	7	7	7	-14.3%
Pharmacy Board	5	5	5	5	0.0%
Prof. Teaching Standards Board	6	4	6	5	50.0%
Public Defender	82	80	80	81	2.5%
Public Service Commission	36	34	36	36	5.9%
Real Estate	5	4	4	4	25.0%
Retirement System	36	37	37	36	-2.7%
Revenue	116	117	116	129	-0.9%
School Facilities Comm.	16	13	14	15	23.1%
Secretary of State	30	26	30	28	15.4%
State Auditor	22	22	23	21	0.0%
State Engineer	129	131	129	136	-1.5%
State Lands & Investments	90	96	90	101	-6.3%
State Treasurer	21	23	23	23	-8.7%
Supt. Of Public Instruction	6	5	0	0	20.0%
Transportation Department	1909	1939	1979	1977	-1.5%
Water Development Commission	24	24	25	25	0.0%
Wildlife & Natural Resources Trust	2	2	2	2	0.0%
Workforce Services	532	529	539	240	0.6%
WY Military Dept	221	210	211	187	5.2%
Total Employee Count	8277	8405	8493	8545	-1.5%

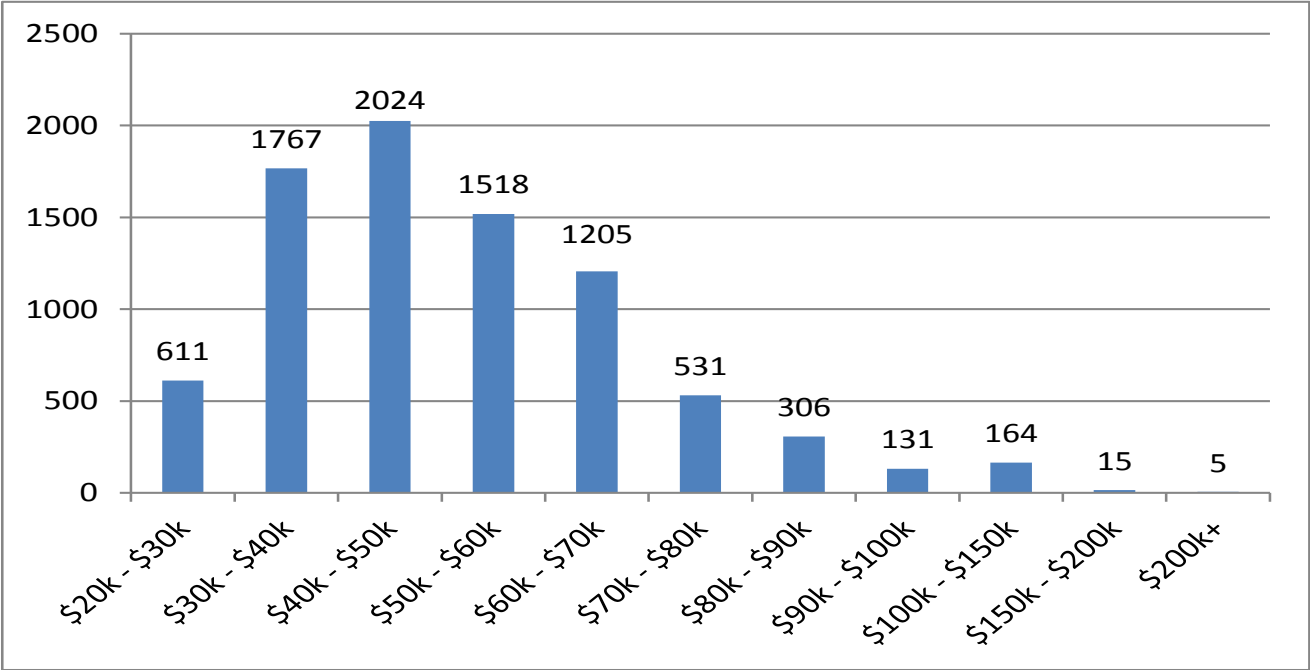
Employee Count by Agency & Salary Increment

Agency	\$20k - \$30k	\$30k - \$40k	\$40k - \$50k	\$50k - \$60k	\$60k - \$70k	\$70k - \$80k	\$80k - \$90k	\$90k - \$100k	\$100k - \$150k	\$150k - \$200k	\$200k+
Administration & Information	48	29	52	28	22	17	8	3	7	-	-
Administrative Hearings	-	1	3	1	1	-	2	3	1	-	-
Agriculture	3	9	23	15	20	8	2	1	1	-	-
Attorney General	4	27	31	31	38	42	37	12	13	2	-
Audit Department	-	5	26	29	24	4	10	-	6	-	-
Board of Equalization	-	-	-	1	1	-	-	1	3	-	-
Board of Geologists	-	-	-	-	1	-	-	-	-	-	-
C.P.A. Board	-	-	-	1	-	1	-	-	-	-	-
Community College Comm.	-	1	1	5	1	4	-	1	1	1	-
Corrections	41	500	321	154	39	16	20	4	6	-	-
Cosmetology Board	-	-	1	1	1	-	-	-	-	-	-
Department of Education	-	7	7	19	37	16	6	1	3	-	-
District Attorney - Casper	-	-	8	6	-	1	3	2	-	-	-
District Attorney - Cheyenne	-	1	8	1	3	5	2	-	-	-	-
Enterprise Technology Services	-	6	41	74	56	47	16	2	5	-	-
Environmental Quality	3	8	17	56	68	47	25	11	6	-	-
Environmental Quality Council	-	-	-	1	-	-	-	1	-	-	-
Family Services	61	150	271	108	55	12	5	7	2	1	-
Fire Prevention	1	3	9	11	4	1	1	2	-	-	-
Game & Fish	3	23	46	50	173	36	23	5	9	-	-
Geological Survey	-	2	1	5	8	3	2	-	1	-	-
Governor's Office	-	-	11	9	5	3	1	8	8	-	-
Governor's Residence	-	1	1	1	-	-	-	-	-	-	-
Health	345	175	173	220	144	57	24	12	17	6	3
Insurance Department	-	4	3	7	7	-	2	1	1	-	-
Livestock Board	-	1	5	3	4	2	2	-	2	-	-
Medical Licensing Board	-	-	1	-	2	-	-	-	1	-	-
Nursing Board	-	3	2	1	-	1	2	-	1	-	-
Oil & Gas Commission	3	12	8	7	5	-	-	-	1	1	-
Outfitters Board	-	1	-	1	1	-	-	-	-	-	-
Pari-Mutuel Board	-	1	-	1	-	-	1	-	-	-	-
Parks & Cultural Resources	7	23	33	47	30	14	2	3	2	-	-
Parole Board	-	1	3	-	-	-	1	1	-	-	-
Pharmacy Board	1	-	2	-	-	-	-	1	1	-	-
Prof. Teaching Standards Brd.	-	4	-	-	1	-	-	1	-	-	-
Public Defender	-	-	17	14	14	7	22	5	3	-	-
Public Service Commission	-	5	3	5	7	6	2	2	6	-	-
Real Estate	-	-	2	-	2	-	1	-	-	-	-
Retirement System	1	1	13	9	4	1	-	1	2	2	2
Revenue	3	18	43	23	18	4	1	2	4	-	-
School Facilities Comm.	-	-	1	2	1	5	3	-	3	1	-
Secretary of State	-	11	5	5	3	-	-	4	2	-	-
State Auditor	-	1	5	6	4	3	1	-	2	-	-
State Engineer	1	21	15	47	21	10	2	5	7	-	-
State Lands & Investments	-	8	28	20	22	5	4	-	3	-	-
State Treasurer	-	-	7	3	5	4	-	-	2	-	-
Supt. Of Public Instruction	-	-	-	2	-	-	1	-	3	-	-
Transportation Department	54	559	503	324	263	104	62	21	18	1	-
Water Development Comm.	-	1	2	1	1	14	1	3	1	-	-
Wildlife & Natural Res. Trust	-	-	-	1	-	-	-	-	1	-	-
Workforce Services	23	76	195	124	69	26	7	5	7	-	-
WY Military Department	9	68	77	38	20	5	2	-	2	-	-
Grand Total	611	1,767	2,024	1,518	1,205	531	306	131	164	15	5

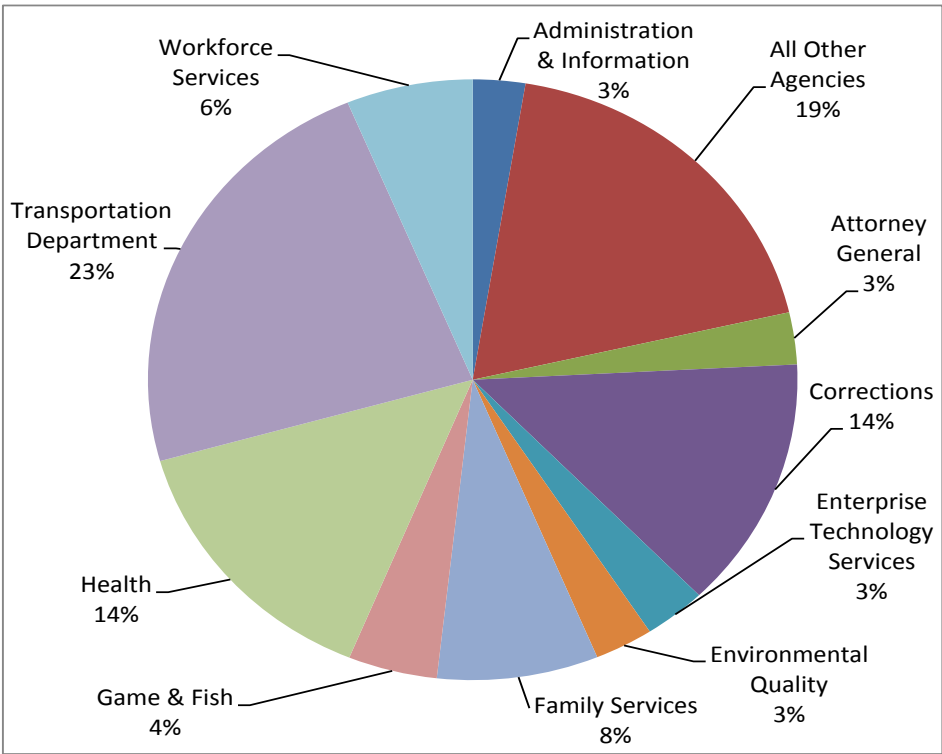
Average Monthly Base Salary by Agency

Agency	Average Monthly Salary		% Change 13 - '14	Rank
	Dec '14	Dec '13		
Administration & Information	\$4,093	\$3,982	2.8%	47
Administrative Hearings	\$5,975	\$5,788	3.2%	10
Agriculture	\$4,666	\$4,579	1.9%	36
Attorney General	\$5,590	\$5,454	2.5%	14
Audit Department	\$4,976	\$4,844	2.7%	28
Board of Equalization	\$7,724	\$7,497	3.0%	1
Board of Geologists	\$5,064	\$4,892	3.5%	26
C.P.A. Board	\$5,225	\$4,939	5.8%	22
Community College Comm.	\$6,008	\$5,685	5.7%	9
Corrections	\$3,597	\$3,528	1.9%	52
Cosmetology Board	\$4,505	\$4,336	3.9%	40
Department of Education	\$5,254	\$5,239	0.3%	20
District Attorney - Casper	\$5,146	\$5,224	-1.5%	23
District Attorney - Cheyenne	\$4,960	\$5,078	-2.3%	29
Enterprise Technology Services	\$5,122	\$4,938	3.7%	24
Environmental Quality	\$5,453	\$5,352	1.9%	15
Environmental Quality Council	\$6,239	\$4,845	28.8%	5
Family Services	\$3,846	\$3,760	2.3%	49
Fire Prevention	\$4,602	\$4,437	3.7%	39
Game & Fish	\$5,109	\$4,977	2.7%	25
Geological Survey	\$5,269	\$5,156	2.2%	19
Governor's Office	\$6,066	\$5,730	5.9%	8
Governor's Residence	\$3,695	\$3,587	3.0%	51
Health	\$3,912	\$3,800	2.9%	48
Insurance Department	\$4,874	\$4,717	3.3%	32
Livestock Board	\$5,367	\$5,254	2.2%	16
Medical Licensing Board	\$6,228	\$4,093	52.1%	6
Nursing Board	\$5,014	\$4,958	1.1%	27
Oil & Gas Commission	\$4,235	\$4,123	2.7%	44
Outfitters Board	\$4,635	\$4,531	2.3%	37
Pari-Mutuel Board	\$4,622	\$5,938	-22.2%	38
Parks & Cultural Resources	\$4,407	\$4,326	1.9%	41
Parole Board	\$4,877	\$4,475	9.0%	31
Pharmacy Board	\$5,238	\$5,067	3.4%	21
Prof. Teaching Standards Brd.	\$4,329	\$3,749	15.5%	42
Public Defender	\$5,767	\$5,507	4.7%	13
Public Service Commission	\$5,874	\$5,914	-0.7%	12
Real Estate	\$4,880	\$4,516	8.1%	30
Retirement System	\$5,903	\$5,378	9.8%	11
Revenue	\$4,306	\$4,213	2.2%	43
School Facilities Comm.	\$6,860	\$6,845	0.2%	4
Secretary of State	\$4,696	\$4,847	-3.1%	35
State Auditor	\$5,365	\$5,556	-3.4%	17
State Engineer	\$4,844	\$4,714	2.8%	33
State Lands & Investments	\$4,725	\$4,570	3.4%	34
State Treasurer	\$5,346	\$5,426	-1.5%	18
Supt. Of Public Instruction	\$7,498	\$8,423	-11.0%	2
Transportation Department	\$4,163	\$4,063	2.5%	46
Water Development Comm.	\$6,167	\$6,023	2.4%	7
Wildlife & Natural Res. Trust	\$7,311	\$7,012	4.3%	3
Workforce Services	\$4,234	\$4,144	2.2%	45
WY Military Department	\$3,816	\$4,144	-7.9%	50
Grand Total	\$4,311	\$4,206	2.5%	

Employee Count by Salary Increment



Employee Distribution Among Agencies



Employee Gender by Agency

Agency	# Male Emp.	% Agency Workforce	Avg. Salary	# Female Emp.	% Agency Workforce	Avg. Salary
Administration & Information	111	51.9%	\$ 4,098	103	48.1%	\$ 4,088
Administrative Hearings	4	33.3%	\$ 7,724	8	66.7%	\$ 5,100
Agriculture	40	48.8%	\$ 4,902	42	51.2%	\$ 4,441
Attorney General	113	47.7%	\$ 6,481	124	52.3%	\$ 4,779
Audit Department	59	56.7%	\$ 5,234	45	43.3%	\$ 4,638
Board of Equalization	4	66.7%	\$ 8,054	2	33.3%	\$ 7,065
Board of Geologists	-	0.0%	\$ -	1	100.0%	\$ 5,064
C.P.A. Board	-	0.0%	\$ -	2	100.0%	\$ 5,225
Community College Comm.	8	53.3%	\$ 7,340	7	46.7%	\$ 4,486
Corrections	671	60.9%	\$ 3,567	430	39.1%	\$ 3,642
Cosmetology Board	-	0.0%	\$ -	3	100.0%	\$ 4,505
Department of Education	26	27.1%	\$ 5,559	70	72.9%	\$ 5,140
District Attorney - Casper	7	35.0%	\$ 6,516	13	65.0%	\$ 4,408
District Attorney - Cheyenne	5	25.0%	\$ 5,883	15	75.0%	\$ 4,652
Enterprise Technology Services	178	72.1%	\$ 5,110	69	27.9%	\$ 5,155
Environmental Quality	144	59.8%	\$ 5,795	97	40.2%	\$ 4,945
Environmental Quality Council	2	100.0%	\$ 6,239	-	0.0%	\$ -
Family Services	165	24.6%	\$ 4,168	507	75.4%	\$ 3,741
Fire Prevention	25	78.1%	\$ 4,938	7	21.9%	\$ 3,401
Game & Fish	261	70.9%	\$ 5,372	107	29.1%	\$ 4,467
Geological Survey	12	54.5%	\$ 5,685	10	45.5%	\$ 4,770
Governor's Office	20	44.4%	\$ 6,515	25	55.6%	\$ 5,707
Governor's Residence	-	0.0%	\$ -	3	100.0%	\$ 3,695
Health	329	28.0%	\$ 4,190	847	72.0%	\$ 3,803
Insurance Department	7	28.0%	\$ 5,992	18	72.0%	\$ 4,439
Livestock Board	12	63.2%	\$ 6,092	7	36.8%	\$ 4,125
Medical Licensing Board	1	25.0%	\$ 10,071	3	75.0%	\$ 4,947
Nursing Board	1	10.0%	\$ 3,200	9	90.0%	\$ 5,216
Oil & Gas Commission	16	43.2%	\$ 5,152	21	56.8%	\$ 3,536
Outfitters Board	1	33.3%	\$ 4,808	2	66.7%	\$ 4,548
Pari-Mutuel Board	1	33.3%	\$ 6,667	2	66.7%	\$ 3,600
Parks & Cultural Resources	92	57.1%	\$ 4,563	69	42.9%	\$ 4,198
Parole Board	2	33.3%	\$ 7,412	4	66.7%	\$ 3,609
Pharmacy Board	2	40.0%	\$ 5,789	3	60.0%	\$ 4,870
Prof. Teaching Standards Brd.	1	16.7%	\$ 5,375	5	83.3%	\$ 4,120
Public Defender	38	46.3%	\$ 6,617	44	53.7%	\$ 5,032
Public Service Commission	19	52.8%	\$ 6,639	17	47.2%	\$ 5,018
Real Estate	1	20.0%	\$ 5,125	4	80.0%	\$ 4,819
Retirement System	10	27.8%	\$ 8,312	26	72.2%	\$ 4,976
Revenue	51	44.0%	\$ 4,378	65	56.0%	\$ 4,250
School Facilities Comm.	12	75.0%	\$ 7,379	4	25.0%	\$ 5,304
Secretary of State	8	26.7%	\$ 4,226	22	73.3%	\$ 4,868
State Auditor	6	27.3%	\$ 5,443	16	72.7%	\$ 5,335
State Engineer	79	61.2%	\$ 5,274	50	38.8%	\$ 4,164
State Lands & Investments	47	52.2%	\$ 4,921	43	47.8%	\$ 4,512
State Treasurer	1	4.8%	\$ 5,375	20	95.2%	\$ 5,344
Supt. Of Public Instruction	4	66.7%	\$ 7,736	2	33.3%	\$ 7,020
Transportation Department	1,466	76.8%	\$ 4,292	443	23.2%	\$ 3,737
Water Development Comm.	18	75.0%	\$ 6,592	6	25.0%	\$ 4,891
Wildlife & Natural Res. Trust	1	50.0%	\$ 9,820	1	50.0%	\$ 4,802
Workforce Services	133	25.0%	\$ 4,724	399	75.0%	\$ 4,071
WY Military Department	157	71.0%	\$ 3,830	64	29.0%	\$ 3,781
Grand Total	4,371	52.8%	\$ 4,536	3,906	47.2%	\$ 4,060

Female Salaries as a Percent of Male Salaries

Agency	2014			2013		
	Male Avg. Sal.	Female Avg. Sal.	F/M %	Male Avg. Sal.	Female Avg. Sal.	F/M %
Administration & Information	\$ 4,098	\$ 4,088	99.8%	\$ 3,918	\$ 4,055	103.5%
Administrative Hearings	\$ 7,724	\$ 5,100	66.0%	\$ 7,440	\$ 4,963	66.7%
Agriculture	\$ 4,902	\$ 4,441	90.6%	\$ 4,842	\$ 4,295	88.7%
Attorney General	\$ 6,481	\$ 4,779	73.7%	\$ 6,381	\$ 4,610	72.2%
Audit Department	\$ 5,234	\$ 4,638	88.6%	\$ 5,155	\$ 4,482	86.9%
Board of Equalization	\$ 8,054	\$ 7,065	87.7%	\$ 7,808	\$ 6,875	88.1%
Board of Geologists	\$ -	\$ 5,064		\$ -	\$ 4,892	0.0%
C.P.A. Board	\$ -	\$ 5,225		\$ -	\$ 4,939	0.0%
Community College Comm.	\$ 7,340	\$ 4,486	61.1%	\$ 6,793	\$ 4,419	65.0%
Corrections	\$ 3,567	\$ 3,642	102.1%	\$ 3,500	\$ 3,575	102.2%
Cosmetology Board	\$ -	\$ 4,505		\$ -	\$ 4,336	0.0%
Department of Education	\$ 5,559	\$ 5,140	92.5%	\$ 5,797	\$ 5,031	86.8%
District Attorney - Casper	\$ 6,516	\$ 4,408	67.6%	\$ 6,687	\$ 4,249	63.5%
District Attorney - Cheyenne	\$ 5,883	\$ 4,652	79.1%	\$ 6,333	\$ 4,708	74.3%
Enterprise Technology Services	\$ 5,110	\$ 5,155	100.9%	\$ 4,940	\$ 4,932	99.8%
Environmental Quality	\$ 5,795	\$ 4,945	85.3%	\$ 5,700	\$ 4,829	84.7%
Environmental Quality Council	\$ 6,239	\$ -	0.0%	\$ 6,141	\$ 2,253	36.7%
Family Services	\$ 4,168	\$ 3,741	89.8%	\$ 4,030	\$ 3,672	91.1%
Fire Prevention	\$ 4,938	\$ 3,401	68.9%	\$ 4,812	\$ 3,218	66.9%
Game & Fish	\$ 5,372	\$ 4,467	83.2%	\$ 5,223	\$ 4,331	82.9%
Geological Survey	\$ 5,685	\$ 4,770	83.9%	\$ -	\$ 4,717	
Governor's Office	\$ 6,515	\$ 5,707	87.6%	\$ 6,251	\$ 5,291	84.6%
Governor's Residence	\$ -	\$ 3,695		\$ -	\$ 3,587	
Health	\$ 4,190	\$ 3,803	90.8%	\$ 4,094	\$ 3,687	90.1%
Insurance Department	\$ 5,992	\$ 4,439	74.1%	\$ -	\$ 4,376	
Livestock Board	\$ 6,092	\$ 4,125	67.7%	\$ -	\$ 4,511	
Medical Licensing Board	\$ 10,071	\$ 4,947	49.1%	\$ -	\$ 4,093	
Nursing Board	\$ 3,200	\$ 5,216	163.0%	\$ -	\$ 4,958	
Oil & Gas Commission	\$ 5,152	\$ 3,536	68.6%	\$ 5,065	\$ 3,322	65.6%
Outfitters Board	\$ 4,808	\$ 4,548	94.6%	\$ 4,690	\$ 4,451	94.9%
Pari-Mutuel Board	\$ 6,667	\$ 3,600	54.0%	\$ 5,938	\$ -	0.0%
Parks & Cultural Resources	\$ 4,563	\$ 4,198	92.0%	\$ 4,459	\$ 4,151	93.1%
Parole Board	\$ 7,412	\$ 3,609	48.7%	\$ 7,412	\$ 3,300	44.5%
Pharmacy Board	\$ 5,789	\$ 4,870	84.1%	\$ 5,547	\$ 4,747	85.6%
Prof. Teaching Standards Brd.	\$ 5,375	\$ 4,120	76.6%	\$ -	\$ 3,749	
Public Defender	\$ 6,617	\$ 5,032	76.0%	\$ 6,242	\$ 4,808	77.0%
Public Service Commission	\$ 6,639	\$ 5,018	75.6%	\$ 6,584	\$ 5,160	78.4%
Real Estate	\$ 5,125	\$ 4,819	94.0%	\$ 4,133	\$ 4,644	112.4%
Retirement System	\$ 8,312	\$ 4,976	59.9%	\$ 7,543	\$ 4,682	62.1%
Revenue	\$ 4,378	\$ 4,250	97.1%	\$ 4,265	\$ 4,171	97.8%
School Facilities Comm.	\$ 7,379	\$ 5,304	71.9%	\$ 7,328	\$ 4,192	57.2%
Secretary of State	\$ 4,226	\$ 4,868	115.2%	\$ 4,761	\$ 4,867	102.2%
State Auditor	\$ 5,443	\$ 5,335	98.0%	\$ 6,049	\$ 5,410	89.4%
State Engineer	\$ 5,274	\$ 4,164	78.9%	\$ 5,128	\$ 4,066	79.3%
State Lands & Investments	\$ 4,921	\$ 4,512	91.7%	\$ 4,729	\$ 4,349	92.0%
State Treasurer	\$ 5,375	\$ 5,344	99.4%	\$ 7,569	\$ 5,222	69.0%
Supt. Of Public Instruction	\$ 7,736	\$ 7,020	90.7%	\$ 7,928	\$ 9,167	115.6%
Transportation Department	\$ 4,292	\$ 3,737	87.1%	\$ 4,196	\$ 3,609	86.0%
Water Development Comm.	\$ 6,592	\$ 4,891	74.2%	\$ 6,401	\$ 4,584	71.6%
Wildlife & Natural Res. Trust	\$ 9,820	\$ 4,802	48.9%	\$ 9,442	\$ 4,583	48.5%
Workforce Services	\$ 4,724	\$ 4,071	86.2%	\$ 4,692	\$ 3,947	84.1%
WY Military Department	\$ 3,830	\$ 3,781	98.7%	\$ 3,813	\$ 3,757	98.5%
Grand Total	\$ 4,536	\$ 4,060	89.5%	\$ 4,428	\$ 3,953	89.3%

Employee Gender by Salary Increment

Salary Increment	Male	% of Total	Female	% of Total	Total
\$20k - \$30k	181	30%	430	70%	611
\$30k - \$40k	988	56%	779	44%	1767
\$40k - \$50k	892	44%	1132	56%	2024
\$50k - \$60k	789	52%	729	48%	1518
\$60k - \$70k	724	60%	481	40%	1205
\$70k - \$80k	344	65%	187	35%	531
\$80k - \$90k	233	76%	73	24%	306
\$90k - \$100k	91	69%	40	31%	131
\$100k - \$150k	112	68%	52	32%	164
\$150k - \$200k	13	87%	2	13%	15
\$200k+	4	80%	1	20%	5
Grand Total	4371		3906		8277

Employees by Occupational Group

Occupational Group	Incumbents	% of Workforce	Average Salary
Attorney	138	1.7%	\$6,800
Benefits & Eligibility	298	3.6%	\$3,887
Business Administration	1020	12.3%	\$3,584
Computer Technology	294	3.6%	\$5,108
Correctional	586	7.1%	\$3,363
Cultural Resources	95	1.1%	\$4,764
Education & Training	176	2.1%	\$4,674
Employment & Human Resources	204	2.5%	\$4,202
Engineering & Natural Resources	642	7.8%	\$5,556
Executive	237	2.9%	\$8,770
Financial	688	8.3%	\$4,391
Fish & Wildlife	260	3.1%	\$5,347
Healthcare Services	730	8.8%	\$3,904
Inspection & Safety	131	1.6%	\$4,544
Institutional Support Services	142	1.7%	\$2,586
Land & Real Estate	49	0.6%	\$4,952
Public Information	61	0.7%	\$4,439
Public Safety	550	6.6%	\$4,492
Social Services	669	8.1%	\$4,040
Trades	443	5.4%	\$3,694
Transportation	864	10.4%	\$3,630
Grand Total	8277		\$4,311

Average Base Salary by Classification and Gender*

Classification	Average Salary	Male Avg Sal	Female Avg Sal	% F/M
Accountant	\$3,610	\$3,615	\$3,609	99.8%
Adult Probation & Parole Officer	\$3,831	\$3,840	\$3,827	99.7%
Auditor II	\$3,837	\$3,834	\$3,840	100.2%
Buildings & Grounds Assistant I	\$1,994	\$1,970	\$2,025	102.8%
Caseworker	\$3,798	\$3,769	\$3,807	101.0%
Certified Teacher	\$4,498	\$4,477	\$4,525	101.1%
Construction & Field Survey Specialist	\$3,565	\$3,577	\$3,536	98.8%
Construction & Field Survey Technician	\$3,101	\$3,064	\$3,138	102.4%
Correctional Officer	\$2,904	\$2,907	\$2,892	99.5%
Correctional Sergeant	\$4,093	\$4,073	\$4,199	103.1%
Education Program Consultant	\$5,185	\$5,228	\$5,170	98.9%
Employment Services Specialist	\$3,562	\$3,619	\$3,543	97.9%
Engineer II	\$4,787	\$4,785	\$4,796	100.2%
Executive Management 1	\$7,412	\$7,477	\$7,281	97.4%
Executive Management 2	\$8,944	\$9,245	\$8,356	90.4%
Executive Management 3	\$9,293	\$9,387	\$9,139	97.4%
Food Services Specialist	\$2,685	\$2,734	\$2,661	97.3%
Human Service Specialist	\$2,763	\$2,679	\$2,803	104.6%
Human Services Aide	\$2,365	\$2,360	\$2,367	100.3%
Inspection Specialist II	\$4,069	\$4,265	\$3,927	92.1%
Natural Resources Analyst	\$4,649	\$4,648	\$4,650	100.0%
Natural Resources Program Principal	\$5,776	\$5,771	\$5,788	100.3%
Natural Resources Specialist	\$4,027	\$4,062	\$3,989	98.2%
Nurse	\$4,522	\$4,550	\$4,517	99.3%
Office Support Specialist II	\$3,266	\$3,193	\$3,271	102.4%
Policy & Planning Analyst III	\$4,684	\$4,661	\$4,701	100.9%
Port of Entry Assistant I	\$2,707	\$2,707	\$2,707	100.0%
Port of Entry Assistant II	\$2,995	\$2,964	\$3,026	102.1%
Practicing Attorney 2	\$5,611	\$5,645	\$5,574	98.7%
Practicing Attorney 3	\$6,642	\$6,676	\$6,593	98.8%
Principal Auditor	\$5,188	\$5,172	\$5,200	100.5%
Project Engineer	\$5,378	\$5,376	\$5,386	100.2%
Security Guard II	\$2,756	\$2,783	\$2,731	98.1%
Senior Auditor	\$4,249	\$4,322	\$4,182	96.8%
Senior Computer Technology Business Applications Analyst	\$5,521	\$5,599	\$5,382	96.1%
Senior Public Relations Specialist	\$4,613	\$4,650	\$4,580	98.5%
Senior Wildlife Biologist	\$5,034	\$5,035	\$5,030	99.9%
Social Services Program Supervisor	\$4,966	\$4,984	\$4,958	99.5%
Social Services Worker	\$3,802	\$3,826	\$3,796	99.2%
Youth Services Aide	\$2,635	\$2,648	\$2,615	98.8%
Youth Services Specialist II	\$3,387	\$3,411	\$3,356	98.4%

*This chart includes classifications with at least 10 male and 10 female incumbents.

Employees by County

Full-Time Employee Count
Average Monthly Base Pay
Total Annualized Base Pay

Total = 8,277

Total = \$ 4,311

Total = \$ 428,185,764

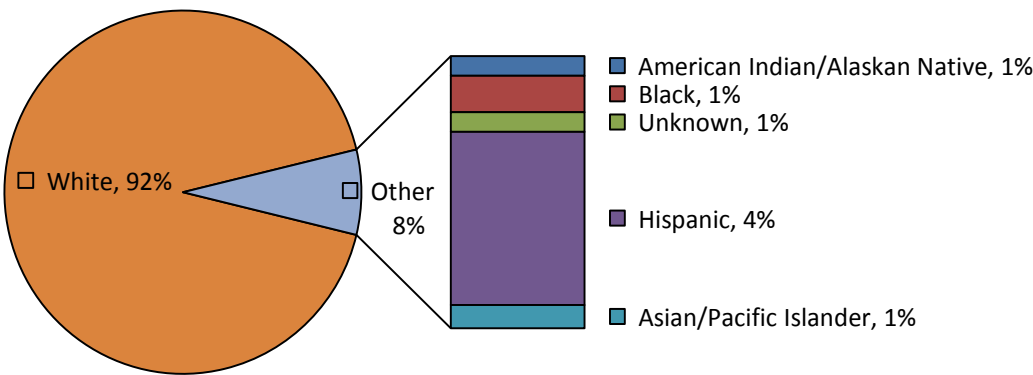
Park 142 \$4,365 \$7,437,960	Big Horn 146 \$3,743 \$6,557,736	Sheridan 295 \$4,190 \$14,832,600	Campbell 133 \$4,091 \$6,529,236	Crook 54 \$3,893 \$2,522,664
Teton 74 \$4,320 \$3,836,160	Hot Springs 62 \$3,587 \$2,668,728	Washakie 154 \$3,892 \$7,192,416	Johnson 94 \$3,552 \$4,006,656	Weston 132 \$3,727 \$5,903,568
Sublette 60 \$4,715 \$3,394,800	Fremont 670 \$3,805 \$30,592,200	Natrona 520 \$4,295 \$26,800,800	Converse 102 \$4,148 \$5,077,152	Niobrara 109 \$3,522 \$4,606,776
Lincoln 101 \$4,064 \$4,925,568	Sweetwater 211 \$4,231 \$10,712,892	Carbon 444 \$3,623 \$19,303,344	Albany 252 \$4,437 \$13,417,488	Platte 147 \$3,774 \$6,657,336
Uinta 446 \$3,641 \$19,486,632			Goshen 385 \$3,462 \$15,994,440	Laramie 3544 \$4,838 \$205,750,464

Employee Gender & Average Salary by County

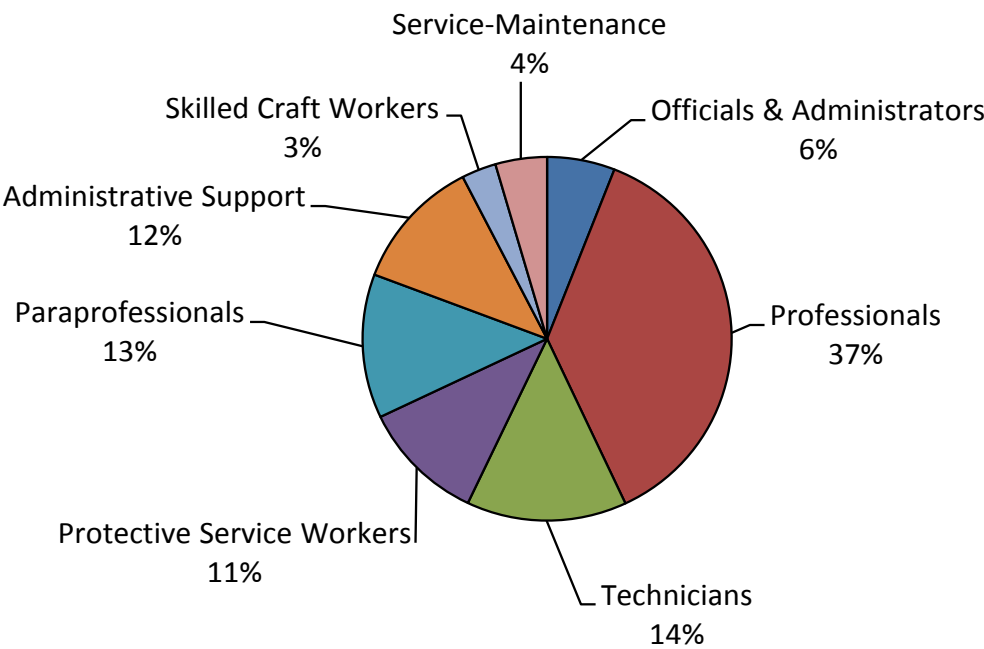
Female Full-Time Count & Average Monthly Base Pay
 Male Full-Time Count & Average Monthly Base Pay
 F/M Percent of Female Average Monthly Base Pay compared to Male

Park 60F \$3,963 82M \$4,659 F/M 85%	Big Horn 77F \$3,330 69M \$4,204 F/M 79%	Sheridan 147F \$3,839 148M \$4,538 F/M 85%	Campbell 75F \$3,745 58M \$4,538 F/M 83%	Crook 15F \$3,417 39M \$4,076 F/M 84%
Teton 31F \$4,175 43M \$4,425 F/M 94%	Hot Springs 37F \$3,366 25M \$3,914 F/M 86%	Washakie 38F \$3,810 116M \$3,919 F/M 97%	Johnson 41F \$3,245 53M \$3,789 F/M 86%	Weston 46F \$3,528 86M \$3,834 F/M 92%
Sublette 15F \$4,436 45M \$4,775 F/M 95%	Fremont 324F \$3,521 346M \$4,070 F/M 87%	Natrona 266F \$3,867 254M \$4,744 F/M 82%	Converse 49F \$3,634 53M \$4,624 F/M 79%	Niobrara 49F \$3,577 60M \$3,477 F/M 103%
Lincoln 34F \$3,680 67M \$4,259 F/M 86%	Sweetwater 85F \$3,887 126M \$4,463 F/M 87%	Carbon 136F \$3,643 308M \$3,614 F/M 101%	Albany 92F \$4,268 160M \$4,534 F/M 94%	Platte 44F \$3,719 103M \$3,797 F/M 98%
Uinta 272F \$3,370 174M \$4,066 F/M 83%	Goshute 113F \$3,553 272M \$3,425 F/M 104%	Laramie 1860F \$4,493 1684M \$5,219 F/M 86%		

Workforce Ethnicity



Employees by EEO-4 Category



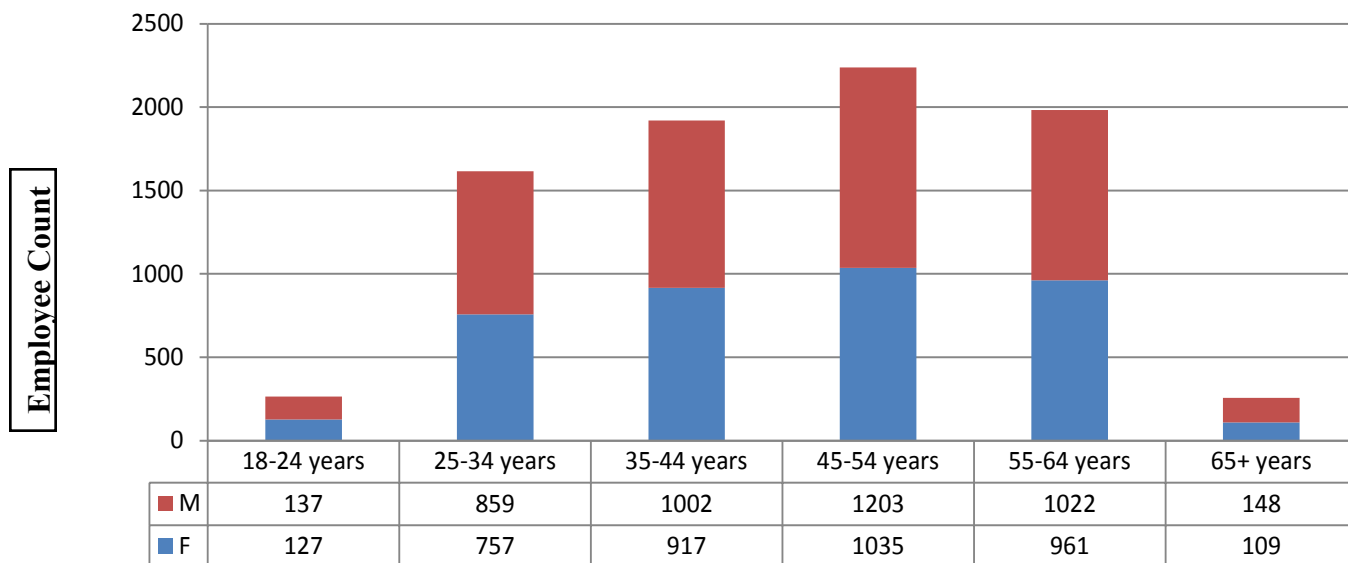
Employee Age & Length of Service

- The chart showing average length of service and age by Occupational Group (page 22) indicates the Correctional, Social Services, Public Safety, Fish & Wildlife, Healthcare Services, and Attorney fields attract younger workers than other fields (average age less than 45 years).
- The number of employees age 18 - 34 increased by 2.5%, while the number of employees age 35+ years has increased minimally (less than 1%) from 2013.
- The number of retirements in 2014 increased by thirty (10.9%) from 2013.
- 14.7% of the workforce was eligible to retire in December 2014. This is a 2.5% decrease from 2013, which is most likely due to the increase in retirements this year.
- 22.1% of the workforce will be eligible to retire in 5 years. This is a 2.4% decrease from 2013, again most likely due to the increase in retirements this year.
- The number of employees earning some level of longevity has decreased by 189 (-3.4%). The monthly cost of longevity has also decreased from 2013 by \$17,600 (-3.0%). Once again, this is most likely due to the increase in retirements this year.

Average Age & Length of Service By Agency

Agency	Average Age	Average Service	Workforce Age & Length of Service Trends
Administration & Information	48.3	13.5	
Administrative Hearings	53.1	17.0	
Agriculture	44.0	12.2	
Attorney General	44.6	9.6	
Audit Department	43.4	11.2	
Board of Equalization	50.4	10.6	
Board of Geologists	64.1	23.6	
C.P.A. Board	41.9	7.0	
Community College Comm.	50.0	11.0	
Corrections	41.1	6.9	
Cosmetology Board	60.8	12.2	
Department of Education	47.1	8.3	
District Attorney - Casper	44.8	10.2	
District Attorney - Cheyenne	41.8	8.7	
Enterprise Technology Services	45.9	12.4	
Environmental Quality	47.1	12.1	
Environmental Quality Council	50.8	12.0	
Family Services	44.8	10.1	
Fire Prevention	55.2	10.7	
Game & Fish	44.6	14.4	
Geological Survey	47.7	10.4	
Governor's Office	49.6	8.2	
Governor's Residence	57.4	9.9	
Health	46.4	10.1	
Insurance Department	51.0	12.9	
Livestock Board	51.6	13.1	
Medical Licensing Board	48.2	11.1	
Nursing Board	44.9	3.3	
Oil & Gas Commission	54.7	13.7	
Outfitters Board	53.6	24.0	
Pari-Mutuel Board	53.5	2.9	
Parks & Cultural Resources	49.5	14.3	
Parole Board	43.8	13.9	
Pharmacy Board	59.9	8.0	
Prof. Teaching Standards Brd.	33.0	5.1	
Public Defender	47.0	8.7	
Public Service Commission	50.2	13.0	
Real Estate	46.2	5.7	
Retirement System	46.9	8.5	
Revenue	46.8	11.6	
School Facilities Comm.	50.2	6.3	
Secretary of State	44.0	13.3	
State Auditor	43.6	12.6	
State Engineer	47.8	11.9	
State Lands & Investments	47.8	13.5	
State Treasurer	50.4	19.5	
Supt. Of Public Instruction	48.9	8.6	
Transportation Department	46.5	13.2	
Water Development Comm.	50.0	15.5	
Wildlife & Natural Res. Trust	43.6	8.2	
Workforce Services	47.1	9.9	
WY Military Department	45.9	8.4	
Statewide	45.8	11.0	<p>Full-time employees: Avg. age = 45.8 years old Avg. length of service = 11.0 years</p> <p>Male: Avg. age = 45.7 years old Avg. length of service = 11.3 years</p> <p>Female: Avg. age = 45.8 years old Avg. length of service = 10.6 years</p> <p>White: Avg. age = 46.0 years old Avg. length of service = 11.1 years</p> <p>Minority: Avg. age = 43.4 years old Avg. length of service = 9.3 years</p> <p>27.1% of full-time employees were 55 years of age and over.</p> <p>5,498 employees (66%) receive some level of longevity pay for having at least 5 years of service. 2,779 employees receive no longevity pay.</p>

Workforce Age Summary



% of Employees	3.2%	19.5%	23.2%	27.0%	24.0%	3.1%
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Average Length of Service and Age by Occupational Group

Occupational Group	Employee Count	Average Years of Service	Average Age
Attorney	138	8.9	44.4
Benefits & Eligibility	298	11.3	46.1
Business Administration	1020	10.9	48.0
Computer Technology	294	12.2	45.9
Correctional	586	5.7	37.5
Cultural Resources	95	15.3	49.6
Education & Training	176	9.9	48.2
Employment & Human Resources	204	11.5	48.7
Engineering & Natural Resources	642	13.6	45.6
Executive	237	12.3	52.3
Financial	688	12.4	46.9
Fish & Wildlife	260	14.8	43.5
Healthcare Services	730	8.6	44.4
Inspection & Safety	131	10.2	48.9
Institutional Support Services	142	8.7	47.8
Land & Real Estate	49	14.3	48.2
Public Information	61	12.8	46.6
Public Safety	550	10.4	43.1
Social Services	669	8.9	42.6
Trades	443	11.9	49.4
Transportation	864	13.0	47.7
Average	8277	11.0	45.8

Average Length of Service & Age by Salary Increment

Salary Increment	Avg Years of Service	Average Age	Employee Count
\$20k - \$30k	5.9	41.9	611
\$30k - \$40k	6.7	42.8	1767
\$40k - \$50k	10.7	45.3	2024
\$50k - \$60k	12.3	46.8	1518
\$60k - \$70k	13.9	46.9	1205
\$70k - \$80k	15.4	49.5	531
\$80k - \$90k	15.9	49.7	306
\$90k - \$100k	17.3	51.7	131
\$100k - \$150k	16.7	53.6	164
\$150k - \$200k	9.4	56.8	15
\$200k+	3.3	58.0	5
Statewide	11.0	45.8	8277

Longevities by Salary Increment

Longevity	<5 yr \$0	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total
\$20k - \$30k	381	109	57	23	17	13	9	2	0	0	0	611
\$30k - \$40k	952	461	143	85	53	39	18	12	4	0	0	1767
\$40k - \$50k	656	540	292	204	116	115	64	32	4	1	0	2024
\$50k - \$60k	421	374	229	154	111	119	61	37	8	3	1	1518
\$60k - \$70k	200	314	252	143	112	89	58	32	5	0	0	1205
\$70k - \$80k	69	110	116	84	51	47	35	18	1	0	0	531
\$80k - \$90k	38	56	58	48	53	27	21	5	0	0	0	306
\$90k - \$100k	21	19	21	17	21	11	11	10	0	0	0	131
\$100k - \$150k	30	22	26	23	20	17	18	8	0	0	0	164
\$150k - \$200k	7	4	1	1	0	1	1	0	0	0	0	15
\$200k+	4	0	1	0	0	0	0	0	0	0	0	5
Grand Total	2779	2009	1196	782	554	478	296	156	22	4	1	8277

Longevities by Agency

Longevity	<5 yr \$0	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total	Monthly Expense
Administration & Information	49	56	32	20	19	18	9	9	2	0	0	214	\$19,160
Administrative Hearings	1	2	4	0	2	1	2	0	0	0	0	12	\$1,400
Agriculture	12	32	17	5	4	8	4	0	0	0	0	82	\$6,440
Attorney General	74	75	41	19	13	8	6	1	0	0	0	237	\$13,960
Audit Department	35	20	13	12	16	5	3	0	0	0	0	104	\$7,560
Board of Equalization	3	0	0	3	0	0	0	0	0	0	0	6	\$360
Board of Geologists	0	0	0	0	1	0	0	0	0	0	0	1	\$160
C.P.A. Board	0	2	0	0	0	0	0	0	0	0	0	2	\$80
Community College Comm.	5	2	3	4	0	1	0	0	0	0	0	15	\$1,000
Corrections	520	359	88	64	35	21	12	2	0	0	0	1101	\$42,320
Cosmetology Board	0	2	0	1	0	0	0	0	0	0	0	3	\$200
Department of Education	37	29	14	9	4	1	1	0	0	1	0	96	\$4,800
District Attorney - Casper	4	8	5	1	0	1	1	0	0	0	0	20	\$1,280
District Attorney - Cheyenne	5	8	3	3	1	0	0	0	0	0	0	20	\$1,080
Enterprise Technology Services	58	60	48	32	21	16	8	3	0	1	0	247	\$19,760
Environmental Quality	60	61	38	38	15	16	9	4	0	0	0	241	\$18,920
Environmental Quality Council	0	1	0	1	0	0	0	0	0	0	0	2	\$160
Family Services	234	156	117	71	41	39	9	4	1	0	0	672	\$42,080
Fire Prevention	8	9	9	2	2	0	2	0	0	0	0	32	\$2,120
Game & Fish	68	85	82	30	29	37	18	17	2	0	0	368	\$35,320
Geological Survey	9	7	2	0	1	0	1	2	0	0	0	22	\$1,400
Governor's Office	21	10	7	4	0	2	0	1	0	0	0	45	\$2,120
Governor's Residence	1	1	0	1	0	0	0	0	0	0	0	3	\$160
Health	479	243	147	99	85	69	35	16	3	0	0	1176	\$74,600
Insurance Department	8	4	1	4	5	3	0	0	0	0	0	25	\$2,120
Livestock Board	4	4	3	5	1	0	1	1	0	0	0	19	\$1,680
Medical Licensing Board	1	2	0	0	0	1	0	0	0	0	0	4	\$280
Nursing Board	9	0	1	0	0	0	0	0	0	0	0	10	\$80
Oil & Gas Commission	14	3	4	5	2	4	3	2	0	0	0	37	\$3,440
Outfitters Board	0	0	1	0	1	0	0	1	0	0	0	3	\$520
Pari-Mutuel Board	2	1	0	0	0	0	0	0	0	0	0	3	\$40
Parks & Cultural Resources	34	38	30	12	11	18	14	3	1	0	0	161	\$15,240
Parole Board	1	2	1	0	1	1	0	0	0	0	0	6	\$520
Pharmacy Board	1	2	2	0	0	0	0	0	0	0	0	5	\$240
Prof. Teaching Standards Brd.	3	2	1	0	0	0	0	0	0	0	0	6	\$160
Public Defender	37	16	13	6	6	4	0	0	0	0	0	82	\$4,160
Public Service Commission	6	9	10	5	2	2	0	1	1	0	0	36	\$3,080
Real Estate	2	2	1	0	0	0	0	0	0	0	0	5	\$160
Retirement System	15	9	5	4	2	0	0	1	0	0	0	36	\$1,840
Revenue	30	32	20	14	9	6	0	4	1	0	0	116	\$8,640
School Facilities Comm.	10	3	2	0	0	1	0	0	0	0	0	16	\$480
Secretary of State	13	2	2	2	3	5	3	0	0	0	0	30	\$2,680
State Auditor	7	4	3	3	2	1	0	2	0	0	0	22	\$1,840
State Engineer	38	23	28	14	12	8	3	3	0	0	0	129	\$9,920
State Lands & Investments	25	19	10	10	13	6	3	3	0	1	0	90	\$7,960
State Treasurer	2	4	3	0	5	2	2	3	0	0	0	21	\$2,920
Supt. Of Public Instruction	1	3	2	0	0	0	0	0	0	0	0	6	\$280
Transportation Department	531	414	275	200	142	137	134	63	11	1	1	1909	\$166,760
Water Development Comm.	6	2	3	7	1	2	2	1	0	0	0	24	\$2,480
Wildlife & Natural Res. Trust	1	0	1	0	0	0	0	0	0	0	0	2	\$80
Workforce Services	194	130	78	57	33	25	9	6	0	0	0	532	\$32,400
WY Military Department	101	51	26	15	14	9	2	3	0	0	0	221	\$11,280
Grand Total	2779	2009	1196	782	554	478	296	156	22	4	1	8277	\$577,720

Retirement Eligibility

Retirement Trend Data

5 Year History

Jan 2010 - Dec 2014 there were 1311 retirements*

- 157 of these did not meet eligibility requirements.
- 1154 were eligible. They stayed an average of 52 months (4 yrs & 4 months) after they met the eligibility requirement.

In 2014, there were 304 retirements. The average age of the retirees was 62 years and 0 months.

Current eligibility**:

- 1215 employees (FT) were eligible to retire on December 31, 2014***. They have an average of 44 months of service past the date they met the eligibility requirement. Of these, 611 have 36 or more months of service past the date they met the eligibility requirement. 20% of them (246) are over the age of 65 with an average of 85 months of service after they met the eligibility requirement.

*based on terminations of full-time employees coded as retired or disability retirement in payroll data

**eligibility calculations are based on payroll data and do not include non-state employment service that may effect the eligibility

***data is based on full-time employees as of December 2014

Retirement eligibility was calculated based on the following criteria:

- all employees age 60 and above with at least 4 years of service
- all employees who meet the rule of 85 (years of service and age must be greater than or equal to 85)

Ranked by % Eligible to Retire in 5 Years

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Oil & Gas Commission	37	16	18	18	43.2%	48.6%	48.6%
State Treasurer	21	7	9	10	33.3%	42.9%	47.6%
Fire Prevention	32	14	14	14	43.8%	43.8%	43.8%
Secretary of State	30	9	10	12	30.0%	33.3%	40.0%
Water Development Comm.	24	5	6	9	20.8%	25.0%	37.5%
Public Service Commission	36	10	11	13	27.8%	30.6%	36.1%
Insurance Department	25	3	4	9	12.0%	16.0%	36.0%
Parks & Cultural Resources	161	39	50	51	24.2%	31.1%	31.7%
Administration & Information	214	39	50	63	18.2%	23.4%	29.4%
State Lands & Investments	90	17	21	26	18.9%	23.3%	28.9%
Transportation Department	1909	326	432	519	17.1%	22.6%	27.2%
Game & Fish	368	52	76	95	14.1%	20.7%	25.8%
Health	1176	201	256	285	17.1%	21.8%	24.2%
Environmental Quality	241	37	44	58	15.4%	18.3%	24.1%
State Engineer	129	18	25	31	14.0%	19.4%	24.0%
Geological Survey	22	4	4	5	18.2%	18.2%	22.7%
Governor's Office	45	8	8	10	17.8%	17.8%	22.2%
Public Defender	82	15	16	18	18.3%	19.5%	22.0%
Workforce Services	532	86	100	115	16.2%	18.8%	21.6%
Agriculture	82	7	14	17	8.5%	17.1%	20.7%
Enterprise Technology Services	247	31	38	51	12.6%	15.4%	20.6%
Audit Department	104	13	16	21	12.5%	15.4%	20.2%

This table contains data on agencies with at least 20 employees and 20% or more of the employees eligible to retire

Retirement Eligibility by Agency

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Administration & Information	214	39	50	63	18.2%	23.4%	29.4%
Administrative Hearings	12	6	7	7	50.0%	58.3%	58.3%
Agriculture	82	7	14	17	8.5%	17.1%	20.7%
Attorney General	237	24	29	34	10.1%	12.2%	14.3%
Audit Department	104	13	16	21	12.5%	15.4%	20.2%
Board of Equalization	6	2	2	2	33.3%	33.3%	33.3%
Board of Geologists	1	1	1	1	100.0%	100.0%	100.0%
C.P.A. Board	2	0	0	0			
Community College Comm.	15	3	3	3	20.0%	20.0%	20.0%
Corrections	1101	74	95	108	6.7%	8.6%	9.8%
Cosmetology Board	3	2	2	2	66.7%	66.7%	66.7%
Department of Education	96	15	15	18	15.6%	15.6%	18.8%
District Attorney - Casper	20	2	3	3	10.0%	15.0%	15.0%
District Attorney - Cheyenne	20	1	1	1	5.0%	5.0%	5.0%
Enterprise Technology Services	247	31	38	51	12.6%	15.4%	20.6%
Environmental Quality	241	37	44	58	15.4%	18.3%	24.1%
Environmental Quality Council	2	0	0	0			
Family Services	672	77	97	124	11.5%	14.4%	18.5%
Fire Prevention	32	14	14	14	43.8%	43.8%	43.8%
Game & Fish	368	52	76	95	14.1%	20.7%	25.8%
Geological Survey	22	4	4	5	18.2%	18.2%	22.7%
Governor's Office	45	8	8	10	17.8%	17.8%	22.2%
Governor's Residence	3	1	1	1	33.3%	33.3%	33.3%
Health	1176	201	256	285	17.1%	21.8%	24.2%
Insurance Department	25	3	4	9	12.0%	16.0%	36.0%
Livestock Board	19	6	6	6	31.6%	31.6%	31.6%
Medical Licensing Board	4	0	1	1		25.0%	25.0%
Nursing Board	10	0	0	0			
Oil & Gas Commission	37	16	18	18	43.2%	48.6%	48.6%
Outfitters Board	3	2	2	2	66.7%	66.7%	66.7%
Pari-Mutuel Board	3	1	1	1	33.3%	33.3%	33.3%
Parks & Cultural Resources	161	39	50	51	24.2%	31.1%	31.7%
Parole Board	6	0	0	2			33.3%
Pharmacy Board	5	2	2	2	40.0%	40.0%	40.0%
Prof. Teaching Standards Brd.	6	0	0	0			
Public Defender	82	15	16	18	18.3%	19.5%	22.0%
Public Service Commission	36	10	11	13	27.8%	30.6%	36.1%
Real Estate	5	0	0	0			
Retirement System	36	3	4	4	8.3%	11.1%	11.1%
Revenue	116	9	13	18	7.8%	11.2%	15.5%
School Facilities Comm.	16	0	1	1		6.3%	6.3%
Secretary of State	30	9	10	12	30.0%	33.3%	40.0%
State Auditor	22	3	4	4	13.6%	18.2%	18.2%
State Engineer	129	18	25	31	14.0%	19.4%	24.0%
State Lands & Investments	90	17	21	26	18.9%	23.3%	28.9%
State Treasurer	21	7	9	10	33.3%	42.9%	47.6%
Supt. Of Public Instruction	6	2	2	2	33.3%	33.3%	33.3%
Transportation Department	1909	326	432	519	17.1%	22.6%	27.2%
Water Development Comm.	24	5	6	9	20.8%	25.0%	37.5%
Wildlife & Natural Res. Trust	2	0	0	0			
Workforce Services	532	86	100	115	16.2%	18.8%	21.6%
WY Military Department	221	22	31	35	10.0%	14.0%	15.8%
Grand Total	8277	1215	1545	1832	14.7%	18.7%	22.1%

Turnover Recruitment

- The turnover data reflected in this report now includes employees who transferred to other agencies within the Executive, Judicial or Legislative branches. The data also includes employees that transferred to the University of Wyoming in 2014.
- Total turnover increased to 16.7%. This is a 1.7% increase from 2013. This is the highest turnover rate in the previous ten years. Without the inclusion of the 129 employees who transferred to other state agencies within the Executive, Judicial or Legislative branches during 2014, the total turnover would be 15.1%, which is the second highest turnover rate in the previous ten years.
- Turnover for employees between the ages of 18 - 24 decreased 11.5% from 2013, while it increased 17.6% for employees 65+ years old. This is a complete opposite trend from 2013. One explanation may be the increased number of retirements, which left more promotional opportunities for younger workers.
- The number of employment applications received by the Human Resources Division of Administration & Information decreased by 16,077 in 2014. This is a decrease of 22.6%. The State of Wyoming implemented new recruitment and application system on November 1, 2013. At the time of implementation, the new system was not compatible with other national search engines. This has since been corrected and the system is now compatible with national search engines which should result in an increase in the number of employment applications received in the future.

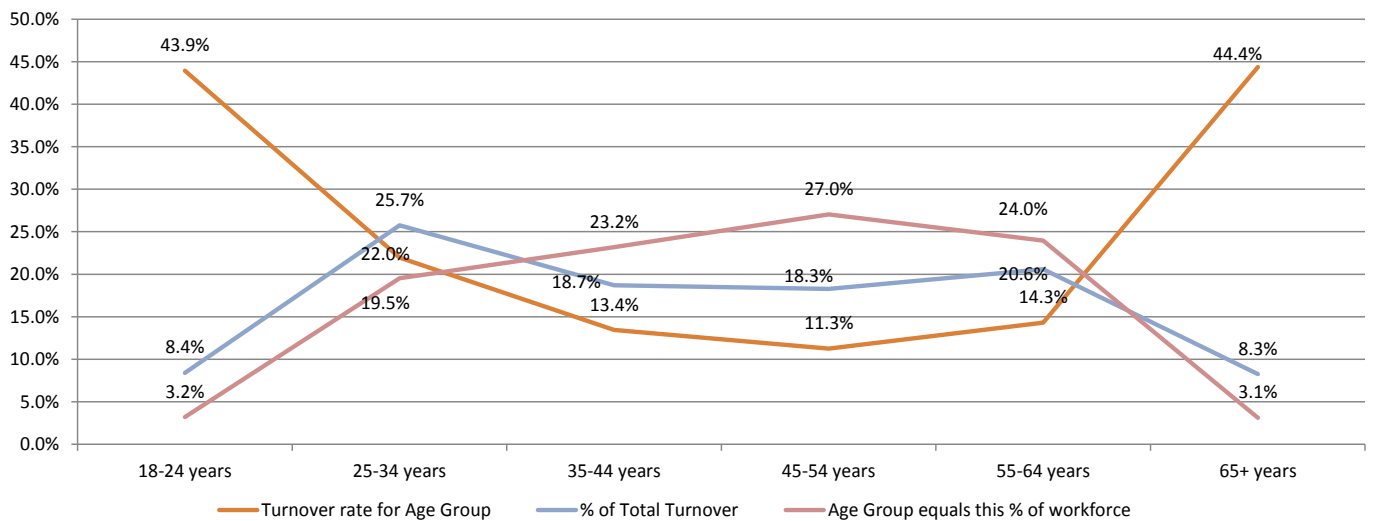
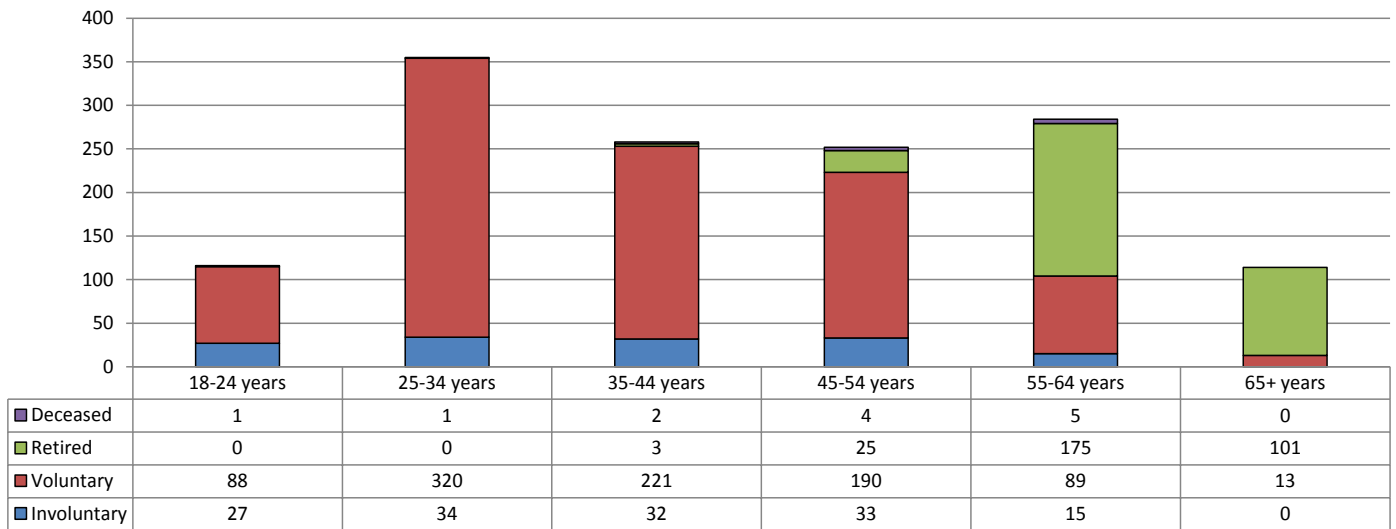
Agency Turnover Rates

	#	#	ANNUAL TURNOVER RATE									
	Employees	Turnover	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005
Administration & Information	214	41	19.2%	11.0%	14.5%	7.8%	6.2%	6.7%	9.4%	11.6%	7.1%	12.2%
Administrative Hearings	12	0	0.0%	8.3%	0.0%	10.0%	10.0%	0.0%	10.0%	0.0%	11.1%	0.0%
Agriculture	82	8	9.8%	11.1%	8.4%	9.8%	3.5%	1.1%	8.4%	6.0%	0.0%	8.8%
Attorney General	237	36	15.2%	10.6%	11.8%	14.9%	6.1%	5.7%	9.7%	13.2%	10.1%	9.6%
Audit Department	104	15	14.4%	18.3%	15.7%	10.6%	4.5%	9.8%	4.3%	5.5%	5.5%	9.1%
Board of Equalization	6	0	0.0%	0.0%	60.0%	14.3%	0.0%	14.3%	16.7%	0.0%	0.0%	0.0%
Board of Geologists	1	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
C.P.A. Board	2	1	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Community College Comm.	15	1	6.7%	20.0%	18.8%	12.5%	26.7%	13.3%	15.4%	0.0%	18.2%	10.0%
Corrections	1101	240	21.8%	19.1%	20.6%	16.3%	17.5%	14.2%	20.5%	23.4%	22.4%	28.2%
Cosmetology Board	3	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Department of Education	96	24	25.0%	17.5%	10.0%	0.0%	4.8%					
District Attorney - Casper	20	2	10.0%	0.0%	9.5%	14.3%	23.8%					
District Attorney - Cheyenne	20	4	20.0%	22.7%	32.4%	30.7%	8.9%	8.1%	6.5%	10.3%	18.0%	24.7%
Enterprise Technology Services	247	39	15.8%	10.0%	6.4%							
Environmental Quality	241	23	9.5%	11.8%	8.7%	10.5%	6.6%	3.8%	7.5%	9.4%	9.3%	2.8%
Environmental Quality Council	2	1	50.0%	33.3%	50.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%
Family Services	672	116	17.3%	14.5%	15.7%	11.5%	8.5%	10.0%	14.0%	15.7%	13.0%	14.4%
Fire Prevention	32	4	12.5%	11.8%	14.7%	5.6%	8.3%	0.0%	14.3%	5.9%	13.3%	17.9%
Game & Fish	368	33	9.0%	11.5%	6.5%	5.7%	4.9%	5.2%	4.6%	6.1%	5.9%	7.5%
Geological Survey	22	2	9.1%	9.1%	27.3%	26.1%	16.0%	4.0%	4.0%	16.0%	20.0%	18.2%
Governor's Office	45	10	22.2%	17.4%	26.1%	48.9%	18.2%	26.8%	12.2%	13.0%	22.7%	15.2%
Governor's Residence	3	0	0.0%	33.3%	0.0%	33.3%	0.0%	66.7%	0.0%	25.0%	100.0%	100.0%
Health	1176	301	25.6%	20.0%	22.5%	16.3%	15.0%	15.0%	20.2%	27.7%	21.2%	22.3%
Insurance Department	25	5	20.0%	3.8%	8.7%	0.0%	8.7%	13.0%	15.4%	11.1%	4.2%	20.0%
Livestock Board	19	3	15.8%	5.3%	10.5%	5.0%	10.0%	5.3%	5.9%	11.1%	0.0%	13.3%
Medical Licensing Board	4	1	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	50.0%
Nursing Board	10	2	20.0%	40.0%	50.0%	11.1%	25.0%	0.0%	37.5%	25.0%	14.3%	28.6%
Oil & Gas Commission	37	7	18.9%	21.6%	10.5%	4.9%	7.5%	2.4%	12.2%	4.9%	0.0%	7.9%
Outfitters Board	3	0	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pari-Mutuel Board	3	0	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%	0.0%
Parks & Cultural Resources	161	10	6.2%	8.6%	11.2%	9.0%	3.4%	8.1%	6.2%	9.3%	8.9%	13.4%
Parole Board	6	1	16.7%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	42.9%	0.0%	0.0%
Pharmacy Board	5	0	0.0%	0.0%	0.0%	20.0%	0.0%	20.0%	80.0%	0.0%	20.0%	0.0%
Prof. Teaching Standards Brd.	6	0	0.0%	50.0%	33.3%	20.0%	133.3%	16.7%	50.0%	33.3%	33.3%	40.0%
Public Defender	82	10	12.2%	25.0%	12.5%	9.9%	13.7%	10.4%	14.7%	20.6%	14.3%	13.3%
Public Service Commission	36	3	8.3%	17.6%	19.4%	19.4%	8.3%	5.7%	8.3%	5.9%	12.9%	6.3%
Real Estate	5	0	0.0%	50.0%	25.0%	0.0%	25.0%	25.0%	25.0%	0.0%	33.3%	0.0%
Retirement System	36	7	19.4%	13.5%	2.7%	11.1%	2.6%	10.0%	12.0%	23.1%	0.0%	3.8%
Revenue	116	12	10.3%	8.5%	17.2%	7.0%	4.7%	5.5%	4.5%	5.6%	13.0%	9.1%
School Facilities Comm.	16	0	0.0%	30.8%	28.6%	13.3%	7.7%	0.0%	18.8%	5.9%	0.0%	10.0%
Secretary of State	30	5	16.7%	38.5%	3.3%	14.3%	11.1%	3.6%	7.4%	7.1%	3.8%	3.7%
State Auditor	22	6	27.3%	18.2%	13.0%	4.8%	4.2%	0.0%	18.2%	11.5%	4.2%	0.0%
State Engineer	129	20	15.5%	9.9%	13.2%	1.5%	7.6%	8.3%	7.1%	9.0%	4.5%	6.2%
State Lands & Investments	90	19	21.1%	9.4%	22.2%	5.9%	7.8%	5.9%	12.6%	8.0%	8.2%	6.5%
State Treasurer	21	4	19.0%	4.3%	4.3%	13.0%	4.0%	0.0%	0.0%	13.0%	8.3%	0.0%
Supt. Of Public Instruction	6	1	16.7%	80.0%								
Transportation Department	1909	234	12.3%	12.4%	10.0%	11.3%	9.2%	7.1%	10.1%	12.4%	11.8%	10.8%
Water Development Comm.	24	4	16.7%	8.3%	20.0%	4.0%	7.7%	3.8%	0.0%	0.0%	0.0%	5.3%
Wildlife & Natural Res. Trust	2	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Workforce Services	532	83	15.6%	14.9%	14.5%	8.3%	12.0%	9.8%	18.3%	14.7%	18.4%	15.8%
WY Military Department	221	41	18.6%	20.0%	17.5%	18.7%	10.4%	12.5%	15.7%	14.0%	16.1%	10.3%
Total	8277	1379	16.7%	15.0%	15.0%	12.6%	10.6%	9.4%	12.9%	15.2%	13.4%	14.2%

Turnover includes full-time employees leaving the agencies listed above for the following reasons:

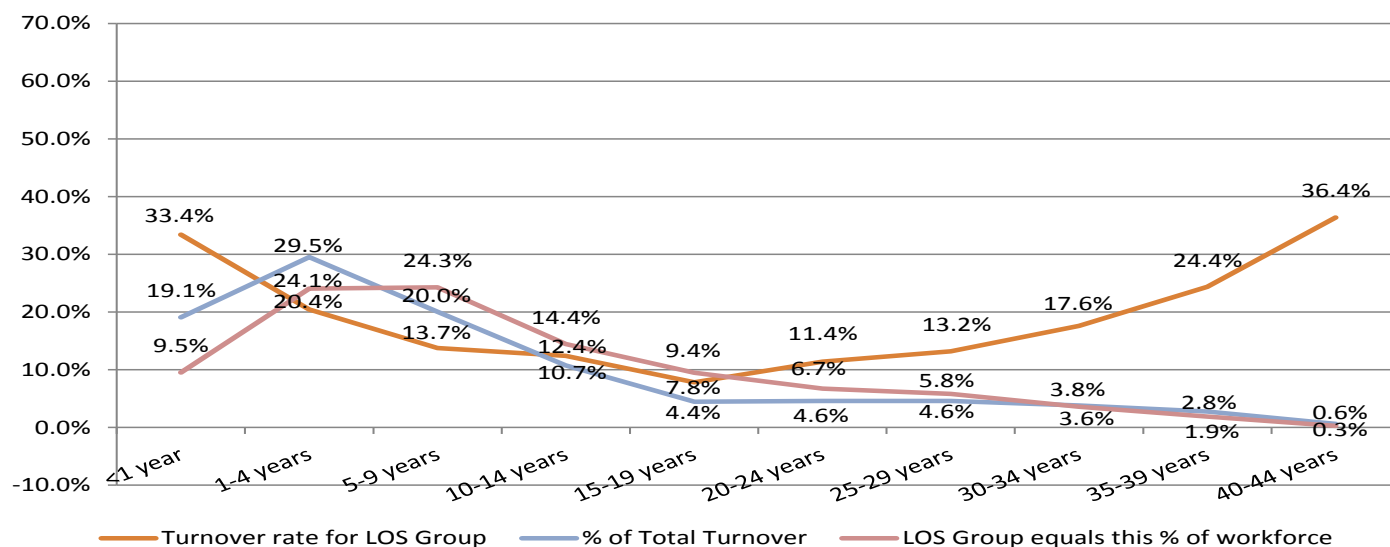
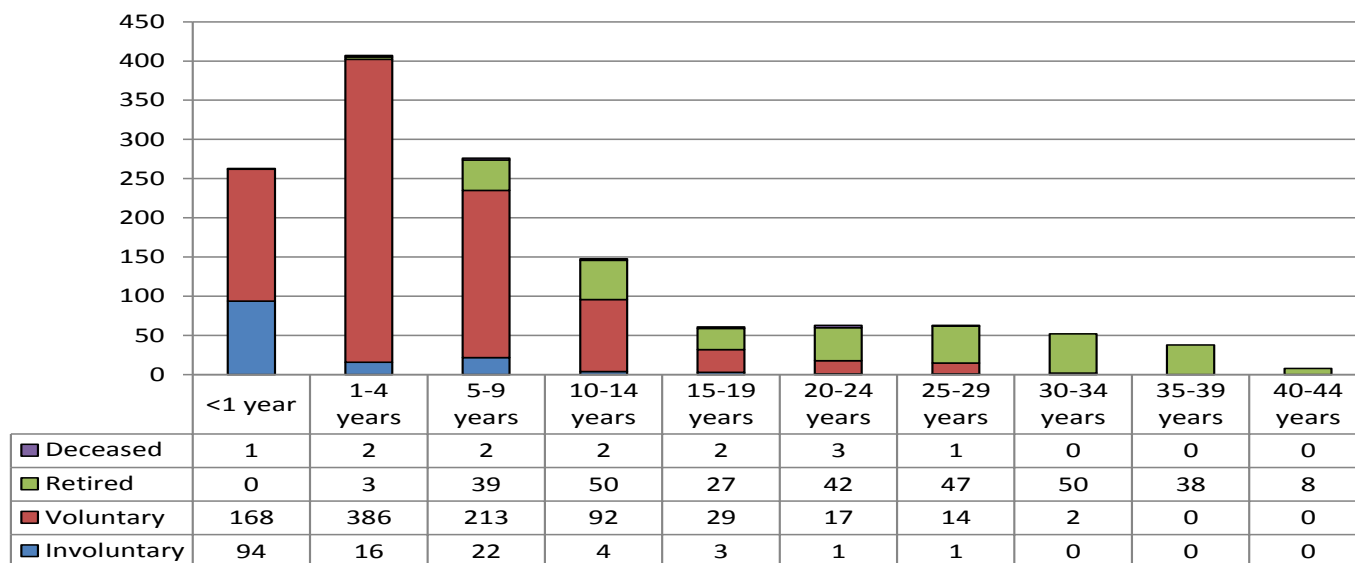
- * voluntary terminations
- * retirement
- * deaths
- * involuntary terminations
- * transfer to another Executive Branch Agency or another Branch of state government

Total Turnover by Age Group



Employees in this Age Group...	... make up this % of the Workforce.	They account for this % of Total Turnover.	This % of them left State employment in 2014.
18-24 years	3.2%	8.4%	43.9%
25-34 years	19.5%	25.7%	22.0%
35 - 44 years	23.2%	18.7%	13.4%
45 - 54 years	27.0%	18.3%	11.3%
55 - 64 years	24.0%	20.6%	14.3%
65+ years	3.1%	8.3%	44.4%

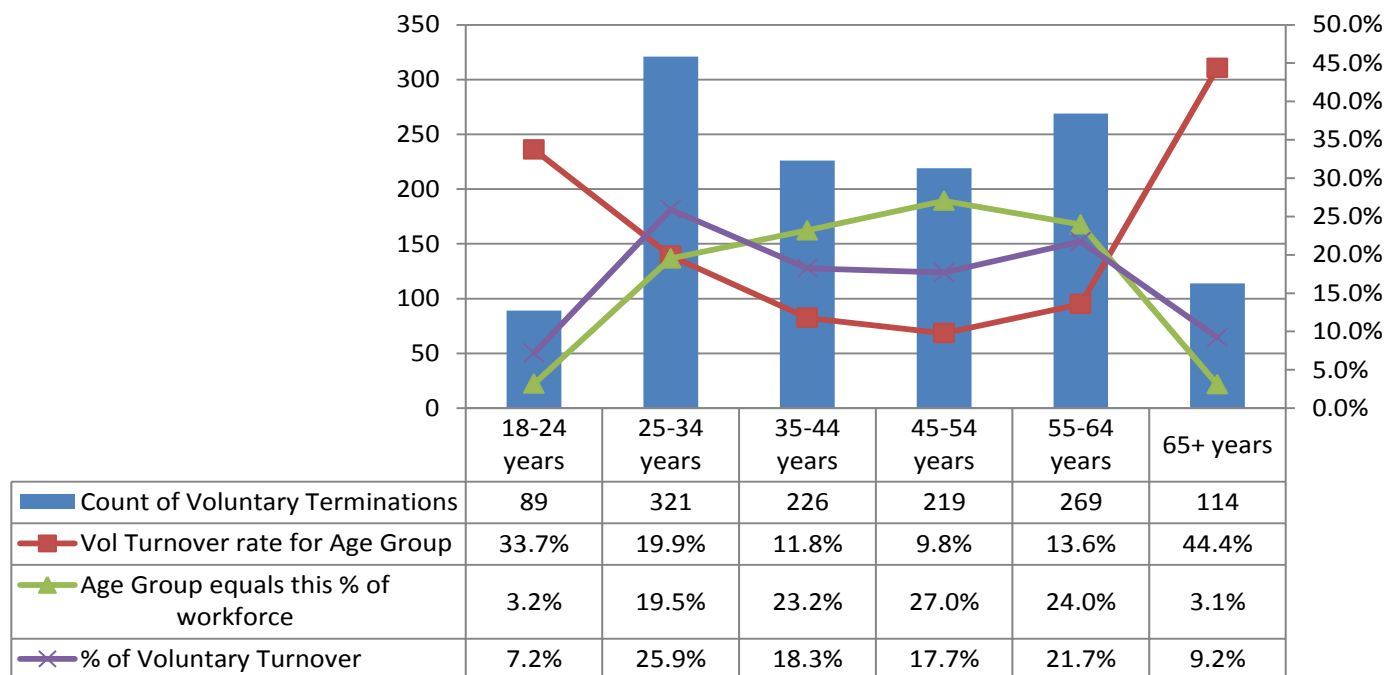
Total Turnover by Length of Service



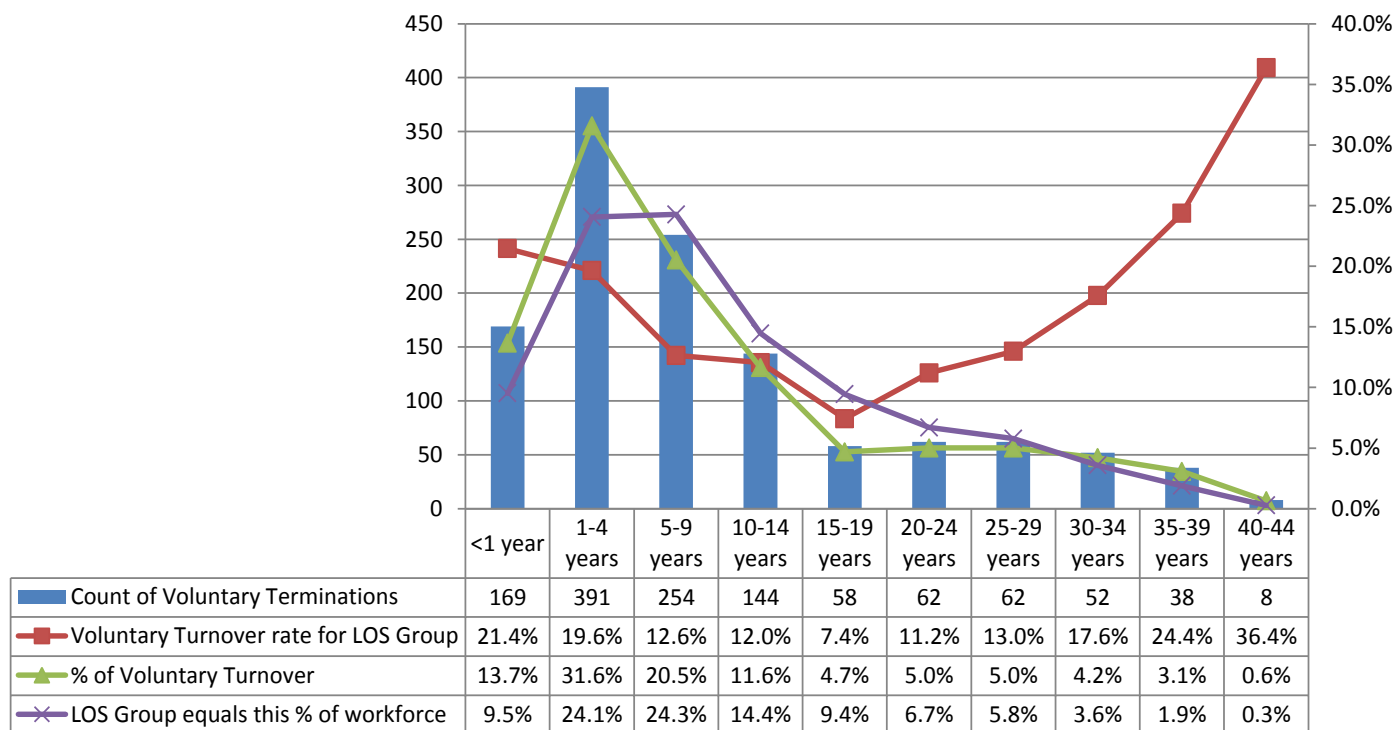
Employees in this Length of Service Group... make up this % of the Workforce.	They account for this % of Total Turnover.	This % of them left State employment in 2013.
< 1 year	9.5%	19.1%	33.4%
1-4 years	24.1%	29.5%	20.4%
5-9 years	24.3%	20.0%	13.7%
10-14 years	14.4%	10.7%	12.4%
15-19 years	9.4%	4.4%	7.8%
20-24 years	6.7%	4.6%	11.4%
25-29 years	5.8%	4.6%	13.2%
30-34 years	3.6%	3.8%	17.6%
35-39 years	1.9%	2.8%	24.4%
40-45 years	0.3%	0.6%	36.4%

Voluntary Turnover

Voluntary Turnover by Age Group



Voluntary Turnover by Length of Service



Involuntary Turnover

Involuntary Termination Reason	Count
Unsatisfactory Work Performance	8
Misconduct	9
Dismissal Other Reasons	19
Not Being Retained (At-Will)	7
Without Cause during Probationary Period	98
Grand Total	141

Note: This chart does not reflect which employees opt for a voluntary termination in lieu of a pending involuntary termination. These number reflect only those entered in the pay-roll data as involuntary.

Grievances and Appeals

Type	Count
Grievance Committee Reviews Completed or Closed	7
Appeals sent to Office of Administrative Hearings	8
Appeals Resolved	7
Letters of Reprimand Reported*	91
Letters of Suspension Reported*	54
Administrative Review Leave Reported*	32
Letters of Intent to Dismiss Received*	37
Letters of Expectation and Counsel Received*	33

* These numbers are based upon documentation sent to A&I Human Resources Division. The actual number of actions may be higher than reported, as some agencies do not report this information to A&I HRD.

Turnover Rates by Classification Codes

Classifications with Highest % of Total Turnover

Class Code & Title	# Incumbents	# Terms	Classification Turnover %	% of Total Turnover
HSHS04 Human Services Aide	276	130	47.1%	9.4%
COPR05 Correctional Officer	394	129	32.7%	9.4%
TNHM05 Highway Maintenance Technician	263	53	20.2%	3.8%
SOSP08 Social Services Worker	154	36	23.4%	2.6%
BAAS05 Office Support Specialist I	164	27	16.5%	2.0%
BEBP06 Benefits & Eligibility Specialist I	93	21	22.6%	1.5%
ISFS05 Food Services Specialist	58	21	36.2%	1.5%
BAAS03 Office Assistant I	69	18	26.1%	1.3%
EHEM07 Employment Services Specialist	88	18	20.5%	1.3%
SOAP08 Adult Probation & Parole Officer	113	17	15.0%	1.2%
HSNU08 Nurse	90	16	17.8%	1.2%
BAAS06 Office Support Specialist II	155	15	9.7%	1.1%
SOCW08 Caseworker	70	15	21.4%	1.1%
ENNR09 Natural Resources Analyst	115	14	12.2%	1.0%
ISHK01 Housekeeper	39	14	35.9%	1.0%
TNHM06 Highway Maintenance Specialist I	85	14	16.5%	1.0%

Job classifications with more than 1% of statewide turnover are listed.

Classifications with Highest Classification Turnover Rates

Class Code & Title	# Incumbents	# Terms	Classification Turnover %	% of Total Turnover
SOYS05 Youth Services Specialist I	16	11	68.8%	0.8%
ISFS01 Food Services Assistant	18	12	66.7%	0.9%
HSHS04 Human Services Aide	276	130	47.1%	9.4%
SOYS03 Youth Services Aide	27	12	44.4%	0.9%
HSNU06 LPN	16	7	43.8%	0.5%
EHGH08 Senior Human Resource Associate	16	6	37.5%	0.4%
ISFS05 Food Services Specialist	58	21	36.2%	1.5%
ISHK01 Housekeeper	39	14	35.9%	1.0%
FIAC12 Accounting Manager I	17	6	35.3%	0.4%
TNHM11 Highway Maintenance Supervisor II	18	6	33.3%	0.4%
COPR05 Correctional Officer	394	129	32.7%	9.4%
FIWH04 Shipping & Receiving Clerk I	16	5	31.3%	0.4%
HSHS05 Human Service Specialist	31	9	29.0%	0.7%
CTBA10 Senior Computer Technology Business Applic	28	8	28.6%	0.6%
FIAU08 Auditor II	30	8	26.7%	0.6%
BARD09 Records & Data Management Analyst	19	5	26.3%	0.4%
BAAS03 Office Assistant I	69	18	26.1%	1.3%
TDBG03 Buildings & Grounds Assistant II	27	7	25.9%	0.5%
ATPA01 Practicing Attorney 1	16	4	25.0%	0.3%
SOSP08 Social Services Worker	154	36	23.4%	2.6%
FIAC04 Accounting Clerk	30	7	23.3%	0.5%
TDHM06 Highway Maintenance Specialist I	48	11	22.9%	0.8%
BEBP06 Benefits & Eligibility Specialist I	93	21	22.6%	1.5%
INOS09 Senior OSHA Specialist	27	6	22.2%	0.4%
HSHP08 Health Program Specialist	32	7	21.9%	0.5%
SOCW08 Caseworker	70	15	21.4%	1.1%
PSDI06 Highway Patrol Dispatcher II	24	5	20.8%	0.4%
HSHS08 Human Services Shift Supervisor	29	6	20.7%	0.4%
EHEM07 Employment Services Specialist	88	18	20.5%	1.3%
ETEP10 Education Program Consultant	44	9	20.5%	0.7%
TNHM05 Highway Maintenance Technician	263	53	20.2%	3.8%
PSPE04 Port of Entry Assistant I	35	7	20.0%	0.5%
FIAC06 Accounting Technician	25	5	20.0%	0.4%

Includes classifications with turnover rate higher than 20%. Classifications with less than 15 incumbents are not included.

Turnover Cost Analysis

Estimates vary on how to calculate the cost of turnover. One very simplified model available calculates the cost of turnover as 25% of an employee's annual salary and benefits.

The following estimate of the turnover cost incurred by the Executive Branch in 2014 is calculated using this simplistic method.

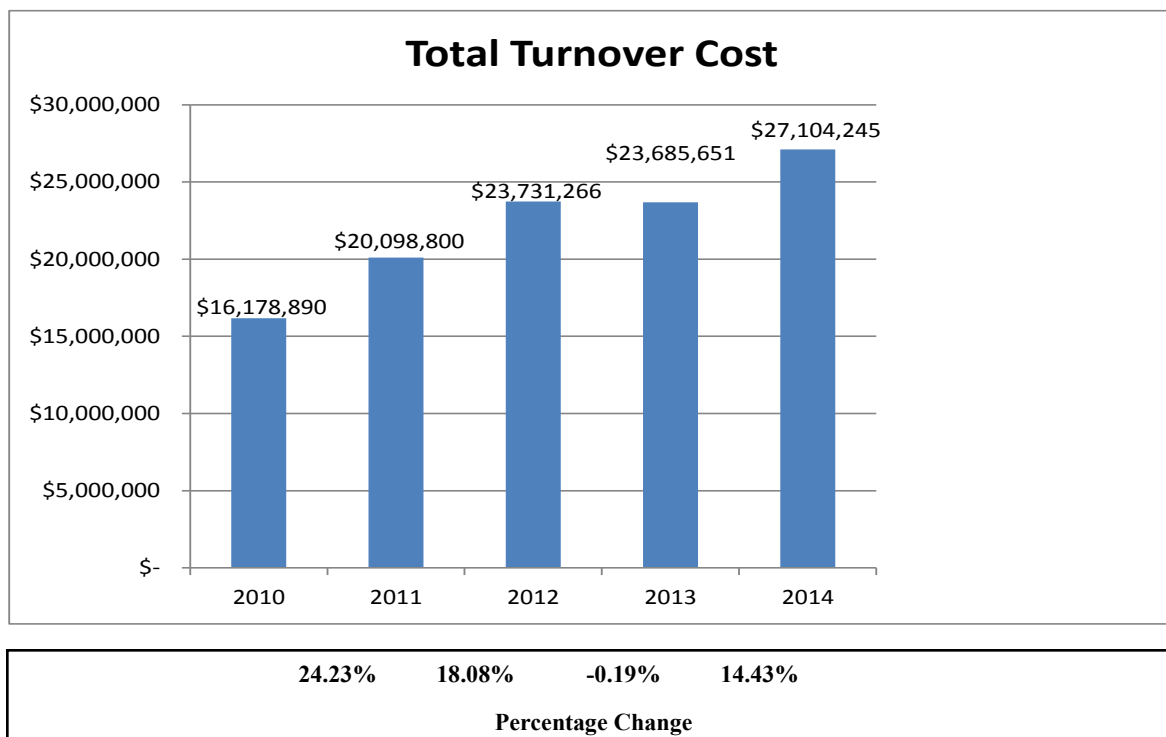
The cost of the average state employee's Total Compensation was calculated on page 7 of this report to be **\$78,660**.

There were **1,379** terminations during 2014.

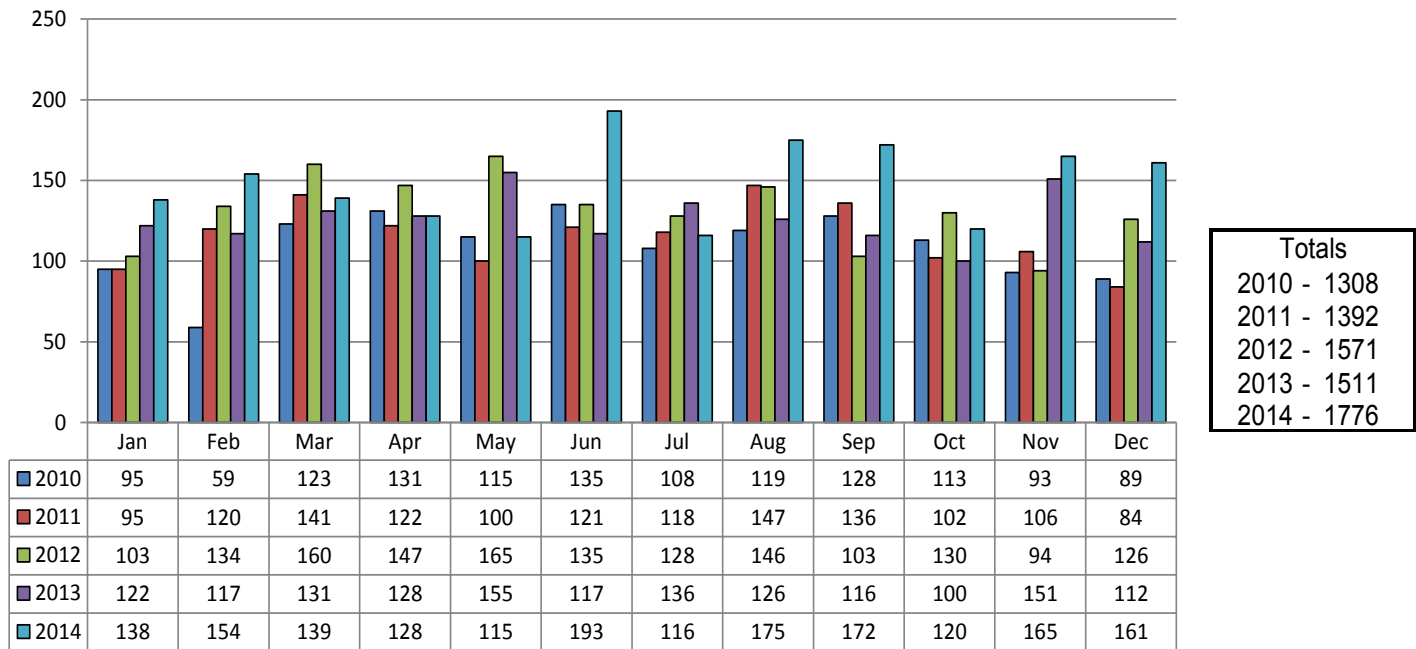
Estimated turnover Cost per Employee:
25% of annual Total Compensation (\$78,660 * 25%) = \$19,665

Total Cost of Turnover:
(# terminated employees * turnover cost per employee) = \$27,104,245

Total Cost of Turnover for Last Five Years

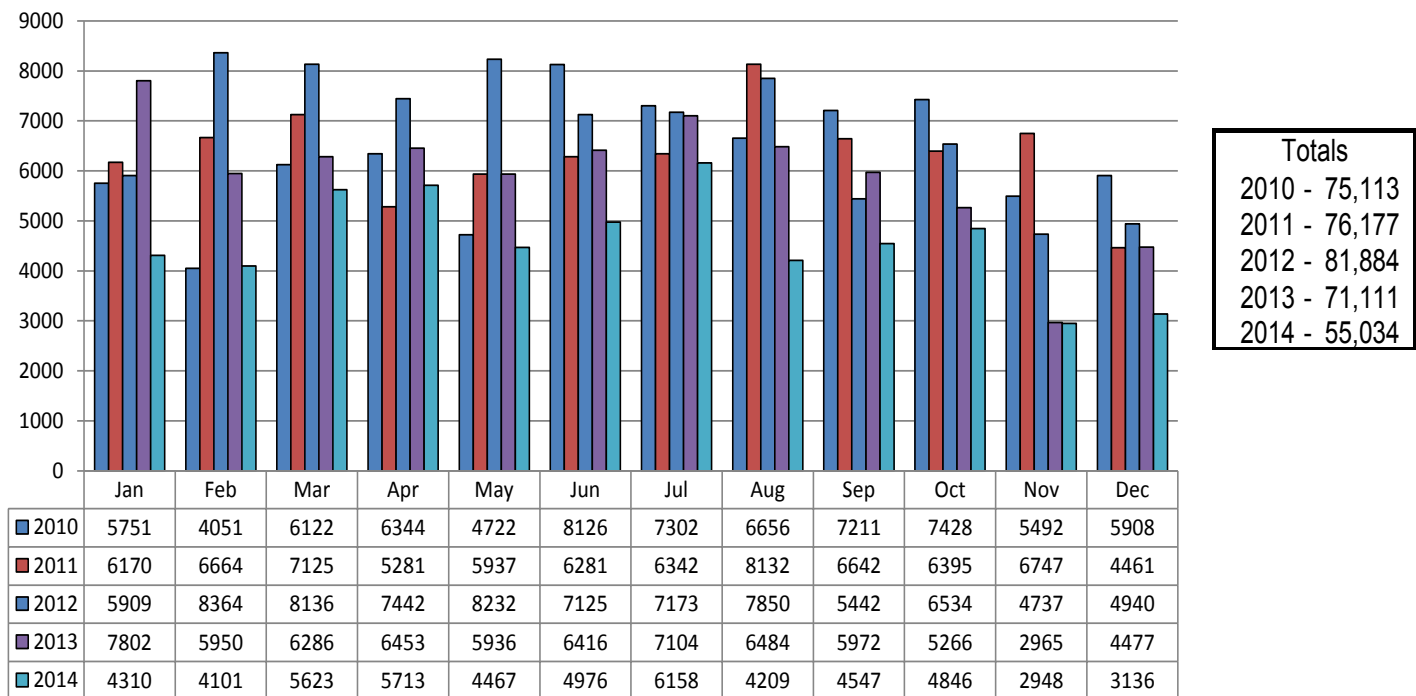


Position Recruitments



This chart represents only the number of job announcements posted by the Human Resources Division of Administration & Information.

Employment Applications Received for Position Vacancies



This chart represents the number of employment applications received by the Human Resources Division of Administration & Information.

Legislative Service Office Judicial Branch

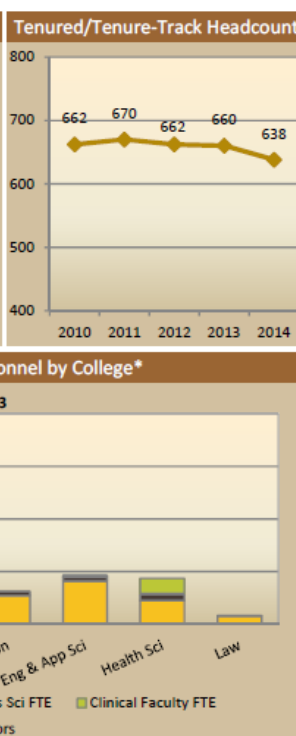
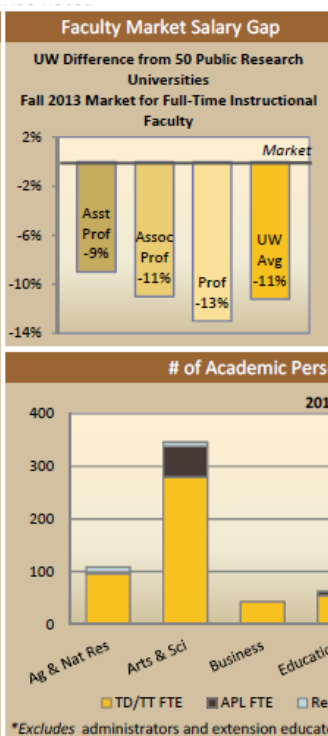
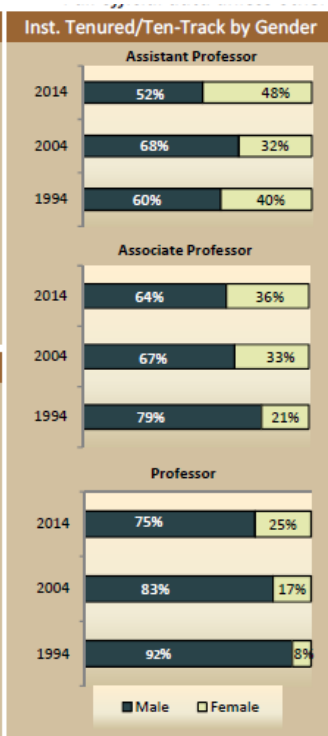
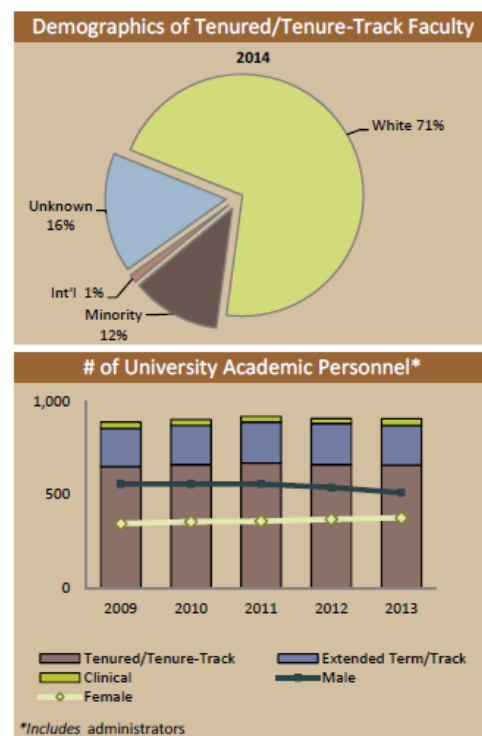
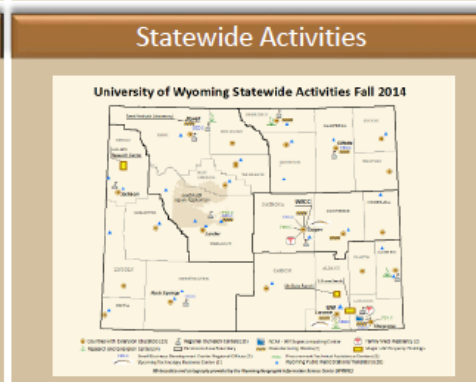
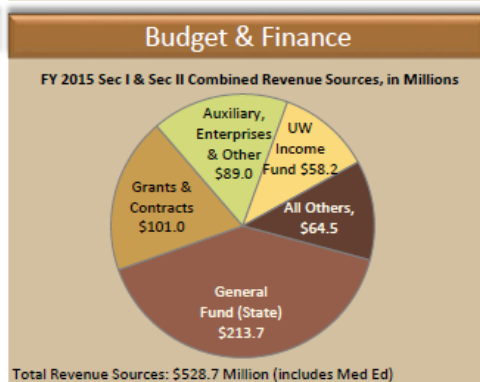
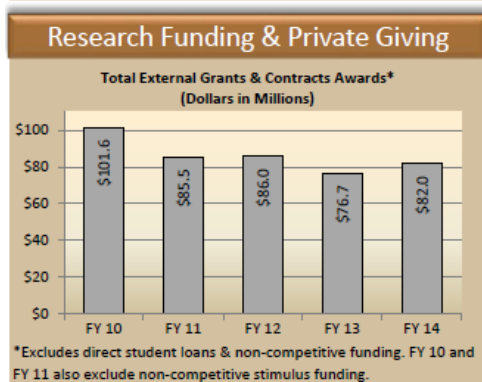
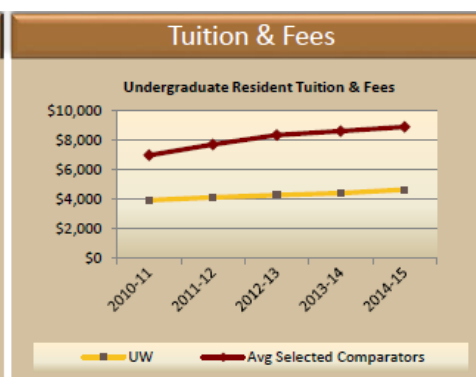
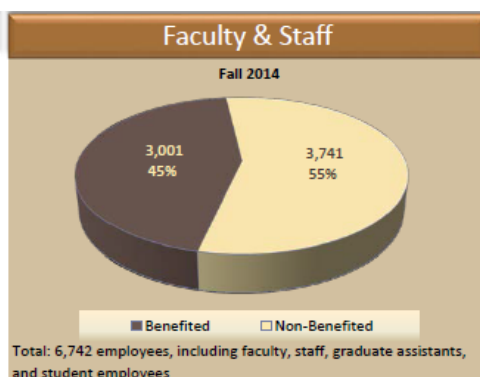
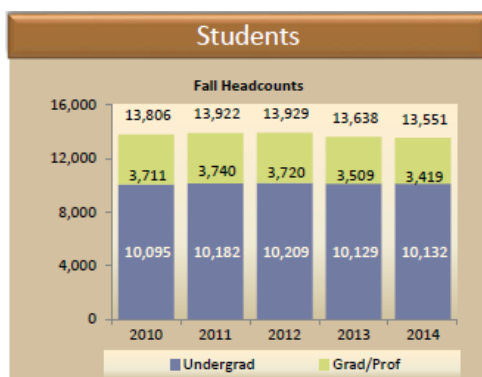
Legislative Service Office

	# Employees	Average Salary	Average Length of Service	Average Age
LSO Total	33	\$6,879	14.1 yr	44.0 yr
Male	14	\$8,534	15.9 yr	43.5 yr
Female	19	\$5,659	12.8 yr	44.4 yr
LSO Summary Data Comparison to 2013 data	# of employees has decreased by 3 (-10.8%) Average salary has increased 1.0% Average male salary has increased 1.5% Average female salary has increased 3.6% Average female salary is 82.3% of the average male salary Turnover rate = 12.1%			

Judicial Branch

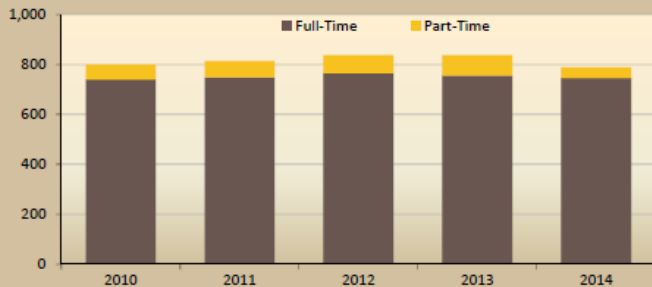
	# Employees	Average Salary	Average Length of Service	Average Age
Judicial Total	329	\$6,003	10.2 yr	50.0 yr
Male	94	\$9,032	11.8 yr	56.8 yr
Female	235	\$4,792	9.5 yr	47.3 yr
Judicial Summary Data Comparison to 2013 data	# of employees has increased by 6 (1.9%) Average salary has increased 1.9% Average male salary has decreased -0.5% Average female salary has increased 3.3% Average female salary is 53.1% of the average male salary Turnover rate = 12.5%			

University Of Wyoming



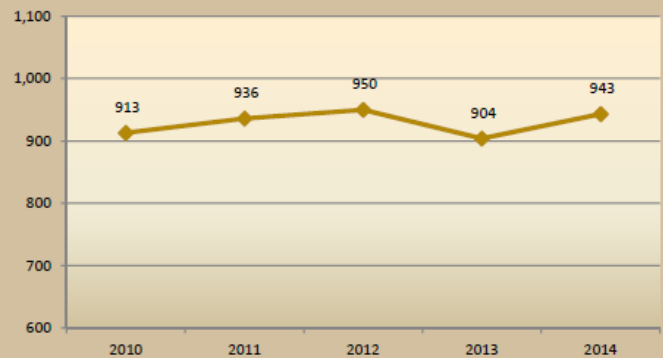


Full-Time & Part-Time Instructional* Faculty



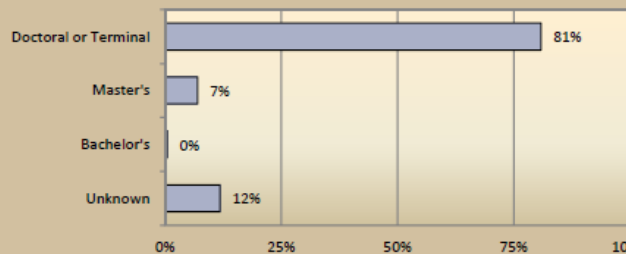
*Includes Tenured/Tenure-Track Faculty, Academic Professional Lecturers, Clinical Faculty & Supplemental Faculty

Graduate Assistant Headcount



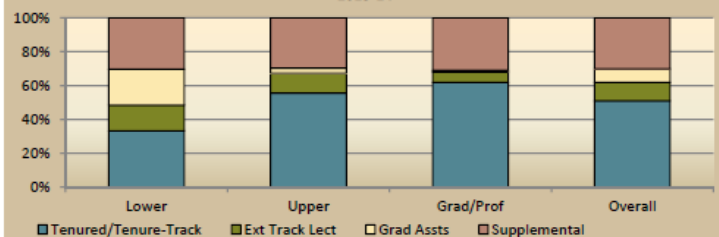
Highest Degree of Full-Time Instructional Faculty

Fall 2014



% of Group Instruction* Classes Taught by Faculty Type & Level

2013-14

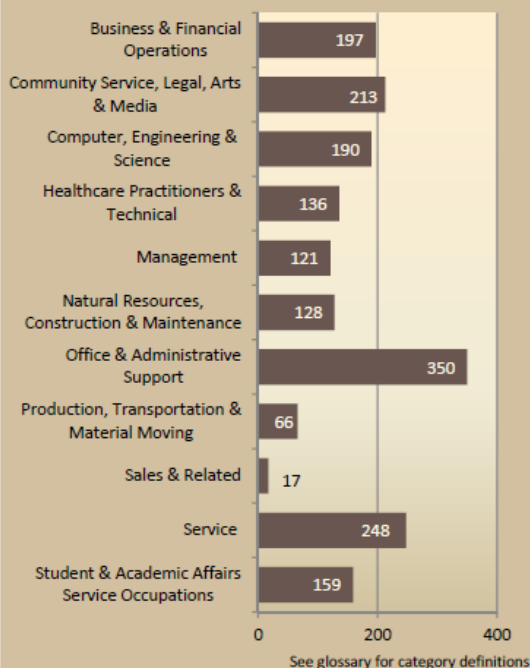


*Group instruction excludes one-on-one instruction

Fall official data. Staff in this report include benefited staff only. Faculty, research, public service & instructional support staff are excluded.

Headcount by Occupational Category

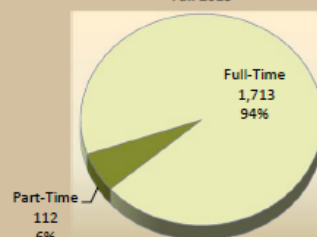
Fall 2013



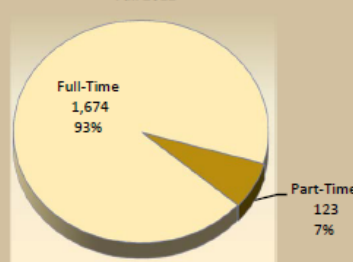
See glossary for category definitions

Full-Time and Part-Time Headcount

Fall 2013

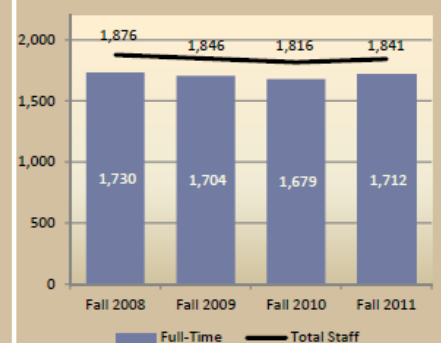


Fall 2012



Note: Fall 2012 & 2013 "Staff" counts are not directly comparable to previous years due to a complete change in national definitions.

Historic Full-Time Headcount



Historic Part-Time Headcount





Appendix

Formulas for Metric Calculations



Average Annual Base Salary (p6)

$$\text{percent change} = \frac{\text{salary}}{\text{previous year salary}}$$

Turnover Rate throughout the document

* includes both voluntary and involuntary unless noted

$$\text{turnover rate} = \frac{\text{count of terminations}}{\text{employee count on Dec 31}}$$

Total Compensation Analysis (p7)

$$\text{benefits as a percent of salary} = \frac{\text{benefits subtotal}}{\text{salary}}$$

total compensation pie chart reflects each component as a % of total compensation

$$X\% = \frac{\text{component}}{\text{total compensation}}$$

Employee Count by Agency (p9)

$$\% \text{ change} = \frac{\text{employee count}}{\text{employee count previous year}}$$

Employee Distribution among Agencies (p11)

$$\% = \frac{\text{employee count}}{\text{employee count previous year}} - 1$$

Average Monthly Base Salary by Agency (p12)

ranked by highest average salary

$$\% \text{ change} = \frac{\text{salary}}{\text{salary of previous year}}$$

Employee Gender by Agency (p13)

$$\% \text{ of agency workforce} = \frac{\text{count of gender}}{\text{total employee count}}$$

Employee Salary and Gender Comparisons (p14, 16)

$$\% \text{ change} = \frac{\text{salary}}{\text{salary of previous year}} - 1$$

$$\% \text{ Female/Male} = \frac{\text{average female salary}}{\text{average male salary}}$$

Employees by Occupational Group (p15)

$$\% \text{ of workforce} = \frac{\text{incumbents}}{\text{total employee count}}$$

Employees by County (p17)

$$\text{Total Annualized Base Pay} = \text{employee count} \times \text{average monthly salary} \times 12$$

Workforce Age & Length of Service Trends (p21)

$$\% \text{ over 55} = \frac{\text{employee count age 55 \& over}}{\text{total employee count}}$$

$$\% \text{ receiving longevity} = \frac{\text{count receiving longevity}}{\text{total employee count}}$$

Workforce Age Summary (p22)

$$\% \text{ of workforce} = \frac{\text{employee count in age range}}{\text{total employee count}}$$

Longevities by Agency (p24)

$$\begin{aligned} \text{monthly expense} &= (5 \text{ yr count} \times \$40) \\ &+ (10 \text{ yr count} \times \$80) \\ &+ (15 \text{ yr count} \times \$120) \\ &+ (20 \text{ yr count} \times \$160) \\ &+ (25 \text{ yr count} \times \$200) \\ &+ (30 \text{ yr count} \times \$240) \\ &+ (35 \text{ yr count} \times \$280) \\ &+ (40 \text{ yr count} \times \$320) \\ &+ (45 \text{ yr count} \times \$360) \\ &+ (50 \text{ yr count} \times \$400) \end{aligned}$$

Retirement Eligibility (p25 & 26)

$$\% \text{ of employees eligible} = \frac{\text{employee count of given year}}{\text{current employee count}}$$

Total Turnover by Age Group (p29)

$$\text{Turnover rate for Age Group} = \frac{\text{count of terms in Age Group}}{\text{count of employees in Age Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in Age Group}}{\text{count of total terminations}}$$

$$\text{Age Group equals this \% of workforce} = \frac{\text{count of employees in Age Group}}{\text{total employee count}}$$

Total Turnover by Length of Service Group (p30)

$$\text{Turnover rate for Length of Service Group} = \frac{\text{count of terms in Length of Service Group}}{\text{count of employees in Length of Service Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in Length of Service Group}}{\text{count of total terminations}}$$

$$\begin{aligned} \text{Length of Service Group equals} &= \frac{\text{count of employees in Length of Service Group}}{\text{total employee count}} \\ \text{this \% of workforce} & \end{aligned}$$

Voluntary Turnover by Age Group (p31)

$$\text{Voluntary Turnover rate for Age Group} = \frac{\text{count of voluntary terms in Age Group}}{\text{count of employees in Age Group}}$$

$$\% \text{ of Voluntary turnover} = \frac{\text{count of voluntary terms in Age Group}}{\text{count of voluntary terminations}}$$

$$\text{Age Group equals this \% of workforce} = \frac{\text{count of employees in Age Group}}{\text{total employee count}}$$

Voluntary Turnover by Length of Service Group (p31)

$$\text{Voluntary Turnover rate for Length of Service Group} = \frac{\text{count of voluntary terms in LOS Group}}{\text{count of employees in Length of Service Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of voluntary terms in LOS Group}}{\text{count of total terminations}}$$

$$\text{Length of Service Group equals this \% of workforce} = \frac{\text{count of employees in Length of Service Group}}{\text{total employee count}}$$

Turnover Rates by Classification (p33)

$$\text{classification turnover rates} = \frac{\text{count of terms in classification}}{\text{Classification incumbents Dec 31}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in classification}}{\text{count of total terminations}}$$

LSO & Judicial Branch (p37)

$$\text{employee count \% change} = \frac{\text{employee count}}{\text{employee count of previous year}} - 1$$

$$\text{average salary \% change} = \frac{\text{average salary}}{\text{salary of previous year}} - 1$$